

LOS MOLINOS UNIFIED SCHOOL DISTRICT  
AGENDA  
FOR THE REGULAR MEETING OF THE BOARD OF TRUSTEES

January 15, 2026

Los Molinos High School Cafeteria

**Call to Order at 6:00 pm**

- |              |  |
|--------------|--|
| <b>Tab 1</b> | <b>I. Call to Order- (Information/Action)</b> <ul style="list-style-type: none"><li>• Roll Call</li><li>• Pledge of Allegiance</li><li>• Approval of Agenda (Information/Action)</li><li>• LMTA and CSEA Updates (Information)</li><li>• Public Comments</li><li>• Approval of Minutes for December 18, 2025 Organizational &amp; Regular Board Meeting</li></ul>  |
| <b>Tab 2</b> | <b>II. Visitors- (Information)</b>   |
| <b>Tab 3</b> | <b>III. Information/Correspondence</b> <ul style="list-style-type: none"><li>• Educational Partnership Excellence Award Presented to California State University, Chico's Applied/School Psychology Program &amp; Program Coordinator: Donna D. Kreskey</li><li>• 1<sup>st</sup> Reading of BP 1312.3 Uniform Complaint Procedures</li><li>• 1<sup>st</sup> Reading of AR 1312.3 Uniform Complaint Procedures</li><li>• 1<sup>st</sup> Reading of BP 4119.11 Sexual Harassment</li><li>• 1<sup>st</sup> Reading of AR 4119.11 Sexual Harassment</li><li>• 1<sup>st</sup> Reading of AR 4119.12 Title IX Sexual Harassment Complaint Procedures</li><li>• 1<sup>st</sup> Reading of 4119.12-E(1) Title IX Sexual Harassment Complaint Procedures</li><li>• 1<sup>st</sup> Reading of BP 4219.11 Sexual Harassment</li><li>• 1<sup>st</sup> Reading of AR 4219.11 Sexual Harassment</li><li>• 1<sup>st</sup> Reading of AR 4219.12 Title IX Sexual Harassment Complaint Procedures</li><li>• 1<sup>st</sup> Reading of 4219.12-E(1) Title IX Sexual Harassment Complaint Procedures</li><li>• 1<sup>st</sup> Reading of BP 4319.11 Sexual Harassment</li><li>• 1<sup>st</sup> Reading of AR 4319.11 Sexual Harassment</li><li>• 1<sup>st</sup> Reading of AR 4319.12 Title IX Sexual Harassment Complaint Procedures</li><li>• 1<sup>st</sup> Reading of 4319.12-E(1) Title IX Sexual Harassment Complaint Procedures</li><li>• 1<sup>st</sup> Reading of BP 5141.52 Suicide Prevention</li><li>• 1<sup>st</sup> Reading of AR 5141.52 Suicide Prevention</li><li>• Monthly Interdistrict Report</li><li>• Enrollment Report</li><li>• Facility Inspection Tool (FIT) for LMHS, LMES &amp; VES</li></ul> |
| <b>Tab 4</b> | <b>IV. Superintendent's Report- (Information)</b> <p style="margin-left: 40px;">Stan Mojsich</p>   |
| <b>Tab 5</b> | <b>V. CBO's Report (Information)</b> <p style="margin-left: 40px;">Christie Landingham</p>   |

**Tab 6**

**VI. Action Items**

- A. Appointment of Secretary of the Board  
The Board of Trustees Appoint the District Superintendent as Secretary to the Board (Information/Action)
- B. Approval of Public Disclosure of Collective Bargaining Agreement and Ratification of LMTA & CSEA Tentative Agreements for 2025-2026
- C. Approval of Dominick's Civil Engineering & Surveying Proposal
- D. Approval of Professional Services for 25-26: Dannis Woliver Kelly (DWK)
- E. Williams Quarterly Report
- F. Approval of Resolution 01/15/26-A, Bank Signatures
- G. Approval of 2<sup>nd</sup> Reading of BP 5145.7 Sexual Harassment
- H. Approval of 2<sup>nd</sup> Reading of AR 5145.7 Sexual Harassment
- I. Approval of 2<sup>nd</sup> Reading of AR 5145.71 Title IX Sexual Harassment Complaint Procedures
- J. Approval of 2<sup>nd</sup> Reading of 5145.71-E(1) Title IX Sexual Harassment Complaint Procedures
- K. Approval of Auditor: Christie White 2026-2028
- L. School Accountability Report Card (SARC)
  - a. Los Molinos High School
  - b. Los Molinos Elementary
  - c. Vina Elementary
- M. Accept Resignation Letter from Marco Zepeda, Lead Custodian

**Tab 7**

**VII. Principal's Report (Information)**

Megan Weiss - LMHS  
Kristina Zarate - LME  
Kendi Merlo - Vina

**Tab 8**

**VIII. Consent Agenda:**

- A. Approval of Student Body Accounts  
Los Molinos High School  
Los Molinos Elementary School  
Vina Elementary School
- B. Current Monthly Bills

**Tab 9**

**IX. Recess to Closed Session**

**Tab 10**

**X. Report from Closed Session**

**Tab 11**

**XI. Items to be included on the Thursday, February 19, 2026 Agenda**

- Adjournment

Tab 1.

Call to Order - (Information/Action)

- Roll Call
- Pledge of the Allegiance
- Approval of the Agenda (Information/Action)
- LMTA & CSEA Updates (Information)
- Public Comments
- Approval of Minutes for December 18, 2025 Organizational & Regular Board Meeting

**LOS MOLINOS UNIFIED SCHOOL DISTRICT**  
**REGULAR BOARD OF EDUCATION**  
**MEETING MINUTES**  
December 18, 2025 6:00PM  
LMUSD, LMHS

**Voting Members**

Barbara Morgan, President  
Melissa Peters, Vice President  
Sue Knox, Clerk  
Roger Mesecher, Trustee  
Krista Andersen, Trustee  
Lidia Mekhail, Trustee  
Chuck Crossland, Trustee (Absent)

**Non-Voting Members**

Stan Mojsich, Superintendent

**A. CALL TO ORDER/ROLL CALL**

The meeting was called to order at 6:00pm.

**B. PLEDGE OF ALLEGIANCE**

Barbara Morgan, Board Member President led the Pledge of Allegiance.

**C. APPROVAL OF AGENDA**

Moved by Melissa Peters and seconded by Lidia Mekhail. Motion carried 6-0. Knox aye, Morgan aye, Mekhail aye, Andersen aye. Mesecher aye, Peters aye. Crossland absent.

**D. LMTA AND CSEA UPDATES**

None.

**E. PUBLIC COMMENTS**

None.

**F. APPROVAL OF NOVEMBER 20, 2025 REGULAR BOARD MEETING MINUTES**

Moved by Melissa Peters and seconded Lidia Mekhail. Motion carried 6-0. Knox aye, Morgan aye, Mekhail aye, Andersen aye. Mesecher aye, Peters aye. Crossland absent.

**G. FALL SUPERINTENDENT STUDENT AWARD OF EXCELLENCE**

Superintendent, Stan Mojsich awarded 3 students from each school site with a certificate and award.

**H. ORGANIZATIONAL MEETING**

**a. Election of New Board Officers – (Information/Action)**

**1. President – Barbara Morgan**

Moved by Melissa Peters and seconded by Sue Knox. Motion carried 6-0. Knox aye, Morgan aye, Mekhail aye, Andersen aye. Mesecher aye, Peters aye. Crossland absent.

**2. Vice President – Melissa Peters**

Moved by Sue Knox and seconded by Barbara Morgan. Motion carried 6-0. Knox aye, Morgan aye, Mekhail aye, Andersen aye. Mesecher aye, Peters aye. Crossland absent.

**3. Clerk – Sue Knox**

Moved by Barbara Morgan and seconded Lidia Mekhail. Motion carried 6-0. Knox aye, Morgan aye, Mekhail aye, Andersen aye. Mesecher aye, Peters aye. Crossland absent.

**b. Establish Time, Dates and Place of Regular Board Meeting of the Board of Trustees (ED 35143) – (Information Action)**

The Board of Trustees agreed to maintain the same date, time and place for regular monthly Board Meetings.

**c. Approval of Board Action Calendar 2026 (Information/Action)**

Moved by Melissa Peters and seconded by Krista Andersen. Motion carried 6-0. Knox aye, Morgan aye, Mekhail aye, Andersen aye. Mesecher aye, Peters aye. Crossland absent.

**I. VISITORS**

LMHS FFA advisors and students presented a slideshow to the Board highlighting current events, recent activities, and ongoing projects within the program.



**J. INFORMATION/CORRESPONDENCE**

- California Dashboard Update
- Monthly Interdistrict Report
- Enrollment Report
- Annual Developer Fee Report
- 1<sup>st</sup> Reading of BP 5145.7 Sexual Harassment
- 1<sup>st</sup> Reading of AR 5145.7 Sexual Harassment
- 1<sup>st</sup> Reading of AR 5145.71 Title IX Sexual Harassment Complaint Procedures
- 1<sup>st</sup> Reading of 5145.71-E(1) Title IX Sexual Harassment Complaint Procedures
- Donations:
  1. \$1,000, Anonymous Los Molinos Community Member
  2. Books valued at \$309.89 for Vina's 7<sup>th</sup> & 8<sup>th</sup> grade classes, Westside Spreading
  3. Handmade hats and scarves for LMES students, Tehama Assembly of God

**K. SUPERINTENDENT'S REPORT- (INFORMATION)**

Stan Mojsich addressed the board with the following: Administration was acknowledged for hosting effective and well-organized PLC meetings across the district. The math curriculum adoption process is currently underway. School site walkthroughs have been conducted to observe instructional practices and campus conditions. It was reported that Board Goals 6 and 7 are being met. An update was provided on facilities, including roof repairs at LMHS and LMES. The Facilities Master Plan is in progress. Student mental health awareness continues to be a district focus. Efforts to advertise and promote LMUSD in order to increase student enrollment were discussed. LMES and VES Christmas programs were recognized for their successful presentations and positive community engagement.

**L. CBO REPORT**

Christie Landingham presented a report to the Board that included an overview of the First Interim Budget and the State's adopted budget. Temporary one-time funds were discussed, including allocations supporting literacy initiatives, professional development, cafeteria equipment, and learning recovery efforts. Information was provided on General Fund revenues, the district's unduplicated pupil count, and projected expenditures. Ms. Landingham also discussed district planning efforts in anticipation of potential future fund reductions the Governor's release of the final State budget, including COLA projections. She also shared information related to a statewide bond measure and Proposition 55. Additionally, she reported on a lawsuit filed against the State of California challenging the current system for funding K-12 school facilities and provided clarification and discussion regarding LCFF funding.

**M. PRINCIPAL'S REPORT (INFORMATION)**

- Ms. Weiss of LMHS addressed the board on the high school's academic focus areas, school culture, athletics and upcoming events.
- Ms. Zarate of LME addressed the board regarding school highlights, achievements, instruction, student learning, positive behavior, school culture, and upcoming events.
- Mrs. Merlo of VES addressed the board with academic support including reading & math interventions, current and future school activities and athletics.

**N. ACTION ITEMS**

- A. Consider Approval of First Interim Report (AB 1200 Certification that the District is able to meet its financial obligations for 2025-2026)  
Moved by Melissa Peters and seconded by Lidia Mekhail. Motion carried 6-0. Knox aye, Morgan aye, Mekhail aye, Andersen aye. Mesecher aye, Peters aye. Crossland absent.
- B. Approval of 2<sup>nd</sup> Reading of BP 5131.8 Mobile Communication Devices  
Moved by Melissa Peters and seconded by Lidia Mekhail. Motion carried 6-0. Knox aye, Morgan aye, Mekhail aye, Andersen aye. Mesecher aye, Peters aye. Crossland absent.
- C. Approval of 2<sup>nd</sup> Reading of BP 6178.1 Work-Based Learning  
Moved by Melissa Peters and seconded by Lidia Mekhail. Motion carried 6-0. Knox aye, Morgan aye, Mekhail aye, Andersen aye. Mesecher aye, Peters aye. Crossland absent.
- D. Approval of 2<sup>nd</sup> Reading of AR 6178.1 Work-Based Learning  
Moved by Melissa Peters and seconded by Lidia Mekhail. Motion carried 6-0. Knox aye, Morgan aye, Mekhail aye, Andersen aye. Mesecher aye, Peters aye. Crossland absent.
- E. Approval of Provisional Internship Permit: Darren Holman, LMHS Single Subject Social Science Teacher  
Moved by Melissa Peters and seconded by Lidia Mekhail. Motion carried 6-0. Knox aye, Morgan aye, Mekhail aye, Andersen aye. Mesecher aye, Peters aye. Crossland absent.
- F. Approval of MOU: California College K-12 Data Sharing & Services Partnership Agreement for the College and Career Guidance Initiative (CCGI)  
Moved by Melissa Peters and seconded by Lidia Mekhail. Motion carried 6-0. Knox aye, Morgan aye, Mekhail aye, Andersen aye. Mesecher aye, Peters aye. Crossland absent.

- G. Approval of Field Trips:
1. Shady Creek Camp, Nevada City, CA May 26-29, 2026
  2. TDF Hog & Lamb Pick Up, Modesto, CA January 6, 2026
- Moved by Melissa Peters and seconded by Lidia Mekhail. Motion carried 6-0. Knox aye, Morgan aye, Mekhail aye, Andersen aye. Mesecher aye, Peters aye. Crossland absent.
- H. Accept Resignation Letter:
- Vanesa Cota, LME Bilingual Paraprofessional
- Moved by Melissa Peters and seconded by Lidia Mekhail. Motion carried 6-0. Knox aye, Morgan aye, Mekhail aye, Andersen aye. Mesecher aye, Peters aye. Crossland absent.
- I. Approval of Employment:
- Chasity Sibert, LME Sub Paraprofessional
- Sunshine Rush, LME Sub Paraprofessional
- Jenny Espinoza, LME SDC Paraprofessional
- Moved by Roger Mesecher and seconded by Sue Knox. Motion carried 6-0. Knox aye, Morgan aye, Mekhail aye, Andersen aye. Mesecher aye, Peters aye. Crossland absent.

O. **CONSENT AGENDA**

- A. Approval of Student Body Accounts
- Los Molinos High School
- Los Molinos Elementary School
- Vina Elementary School

B. Current Monthly Bills

Moved by Melissa Peters and seconded by Krista Andersen. Motion carried 6-0. Knox aye, Morgan aye, Mekhail aye, Andersen aye. Mesecher aye, Peters aye. Crossland absent.

P. **RECESS TO CLOSED SESSION**

None.

Q. **REPORT FROM CLOSED SESSION**

None.

R. **ITEMS TO BE INLCUDED ON THURSDAY, JANUARY 15, 2026 AGENDA**

S. **ADJOURNMENT**

7:42pm

\_\_\_\_\_  
Clerk of the Board

\_\_\_\_\_  
Date

Tab 2.  
Visitors - (Information)

Tab 3.

Information/Correspondence

- Educational Partnership Excellence Award Presented to California State University, Chico's Applied/School Psychology Program & Program Coordinator: Donna D. Kreskey
- 1st Reading of BP 1312.3 Uniform Complaint Procedures
- 1st Reading of AR 1312.3 Uniform Complaint Procedures
- 1st Reading of BP 4119.11 Sexual Harassment
- 1st Reading of AR 4119.11 Sexual Harassment
- 1st Reading of AR 4119.12 Title IX Sexual Harassment Complaint Procedures
- 1st Reading of 4119.12-E(1) Title IX Sexual Harassment Complaint Procedures
- 1st Reading of BP 4219.11 Sexual Harassment
- 1st Reading of AR 4219.11 Sexual Harassment
- 1st Reading of AR 4219.12 Title IX Sexual Harassment Complaint Procedures
- 1st Reading of 4219.12-E(1) Title IX Sexual Harassment Complaint Procedures
- 1st Reading of BP 4319.11 Sexual Harassment
- 1st Reading of AR 4319.11 Sexual Harassment
- 1st Reading of AR 4319.12 Title IX Sexual Harassment Complaint Procedures
- 1st Reading of 4319.12-E(1) Title IX Sexual Harassment Complaint Procedures
- 1st Reading of BP 5141.52 Suicide Prevention
- 1st Reading of AR 5141.52 Suicide Prevention
- Monthly Interdistrict Report
- Enrollment Report
- Facility Inspection Tool (FIT) for LMHS, LMES & VES

Tab 3.

Educational Partnership Excellence Award Presented to California State  
University, Chico's Applied/School Psychology Program & Program Coordinator: Donna D. Kreskey

# LOS MOLINOS UNIFIED SCHOOL DISTRICT

## UNIFORM COMPLAINT PROCEDURES

### BP 1312.3

#### Community Relations

The Governing Board recognizes that the district has the primary responsibility to ensure compliance with applicable state and federal laws and regulations governing educational programs. The Board encourages early resolution of complaints whenever possible. To resolve complaints which may require a more formal process, the Board adopts the uniform system of complaint processes specified in 5 CCR 4600-4670 and the accompanying administrative regulation.

~~The Governing Board recognizes that the district has the primary responsibility to ensure compliance with applicable state and federal laws and regulations governing educational programs. The Board encourages early resolution of complaints whenever possible. To resolve complaints which may require a more formal process, the Board adopts the uniform system of complaint processes specified in 5 CCR 4600-4670 and the accompanying administrative regulation.~~

The district's uniform complaint procedures (UCP) shall be used to investigate and resolve the following complaints:

- ~~1. Any complaint alleging district violation of applicable state or federal law or regulations governing adult education programs, after school education and safety programs, migrant education, career technical and technical education and training programs, child care and development programs, child nutrition programs, special education programs, consolidated categorical aid programs, and any other district-implemented program which is listed in Education Code 64000(a) (5 CCR 4610)~~
- ~~2. Any complaint alleging the occurrence of unlawful discrimination (such as discriminatory harassment, intimidation, or bullying) against any student, employee, or other person participating in district programs and activities, including, but not limited to, those programs or activities funded directly by or that receive or benefit from any state financial assistance, based on the person's actual or perceived characteristics of race or ethnicity, color, ancestry, nationality, national origin, ethnic group identification, age, religion, marital, pregnancy, or parental status, physical or mental disability, sex, sexual orientation, gender, gender identity, gender expression, or genetic information, or any other characteristic identified in Education Code 200 or 220, Government Code 11135, or~~

Penal Code 422.55, or based on his/her association with a person or group with one or more of these actual or perceived characteristics (5 CCR 4610)

3. Any complaint alleging district noncompliance with the requirement to provide reasonable accommodation to a lactating student on school campus to express breast milk, breastfeed an infant child, or address other breastfeeding-related needs of the student (Education Code 222)

4. Any complaint alleging district noncompliance with the prohibition against requiring students to pay fees, deposits, or other charges for participation in educational activities (5 CCR 4610)

5. Any complaint alleging district noncompliance with legal requirements related to the implementation of the local control and accountability plan (Education Code 52075)

6. Any complaint, by or on behalf of any student who is a foster youth, alleging district noncompliance with any legal requirement applicable to the student regarding placement decisions, the responsibilities of the district's educational liaison to the student, the award of credit for coursework satisfactorily completed in another school or district, school transfer, or the grant of an exemption from Board imposed graduation requirements (Education Code 48853, 48853.5, 49069.5, 51225.1, 51225.2)

7. Any complaint, by or on behalf of a homeless student as defined in 42 USC 11434a, alleging district noncompliance with any requirement applicable to the student regarding the award of credit for coursework satisfactorily completed in another school or district or the grant of an exemption from Board imposed graduation requirements (Education Code 51225.1, 51225.2)

8. Any complaint alleging district noncompliance with the requirements of Education Code 51228.1 and 51228.2 that prohibit the assignment of a student to a course without educational content for more than one week in any semester or to a course the student has previously satisfactorily completed, without meeting specified conditions (Education Code 51228.3)

9. Any complaint alleging district noncompliance with the physical education instructional minutes requirement for students in elementary school (Education Code 51210, 51223)

10. Any complaint alleging retaliation against a complainant or other participant in the complaint process or anyone who has acted to uncover or report a violation subject to this policy

11. Any other complaint as specified in a district policy

1. Accommodations for pregnant and parenting students (Education Code 46015)
2. Adult education programs (Education Code 8500-8538, 52334.7, 52500, 52616.18)
3. After School Education and Safety programs (Education Code 8482-8484.65)
4. Agricultural career technical education (Education Code 52460-52462)
5. Career technical and technical education and career technical and technical training programs (Education Code 52300-52462)
6. Child care and development programs (Education Code 8200-8488)
7. Compensatory education (Education Code 54400)
8. Consolidated categorical aid programs (Education Code 33315; 34 CFR 299.10-299.12)
9. Course periods without educational content (Education Code 51228.1-51228.3)
10. Discrimination, harassment, intimidation, or bullying in district programs and activities, including in those programs or activities funded directly by or that receive or benefit from any state financial assistance, based on one, or a combination of two or more, protected characteristics, which include, but may not be limited to, a person's actual or perceived race or ethnicity; ancestry; color; ethnic group identification; nationality; national origin; immigration status; sex; sexual orientation; sex stereotypes; gender; gender identity; gender expression; religion; disability; medical condition; genetic information; pregnancy, false pregnancy, childbirth, termination of pregnancy, or related conditions or recovery; and parental, marital, and family status; any other characteristic identified in Education Code 200 or 220, Government Code 11135, or Penal Code 422.55; or based on the person's association with a person or group with one or more of these actual or perceived characteristics (Education Code 200, 210.1, 210.2, 212, 212.1, 220, 221.51, 230, 260; Government Code 11135, 12926; 5 CCR 4610; 20 USC 1681-1688, 42 USC 2000d-2000d-7)

However, the UCP shall not be used to investigate and resolve employment discrimination complaints. (5 CCR 4611)

11. Educational and graduation requirements for students in foster care, students experiencing homelessness, students from military families, students formerly in a juvenile court school, students who are migratory, and newcomer students (Education Code 48645.7, 48850, 48853, 48853.5, 48911, 48915.5,



- 49069.5, 51225.1, 51225.2)
12. Every Student Succeeds Act (Education Code 12030, 52059.5, 64000; 20 USC 6301 et seq.)
  13. Instructional Materials and Curriculum: Diversity (Education Code 243)

A complaint alleging such unlawful discrimination may, in addition to or in lieu of being filed with the district, be directly filed with the Superintendent of Public Instruction (SPI). (Education Code 243, 244)
  14. Local control and accountability plan (Education Code 52075)
  15. Migrant education (Education Code 54440-54445)
  16. Physical education instructional minutes (Education Code 51210, 51222, 51223)
  17. Student fees (Education Code 49010-49013)
  18. Reasonable accommodations to a lactating student (Education Code 222)
  19. Regional occupational centers and programs (Education Code 52300-52334.7)
  20. School plans for student achievement as required for the consolidated application for specified federal and/or state categorical funding (Education Code 64001)
  21. School site councils as required for the consolidated application for specified federal and/or state categorical funding (Education Code 65000)
  22. State preschool programs (Education Code 8200-8488, 33315)
  23. State preschool health and safety issues in license-exempt programs (Education Code 8212)
  24. School or athletic team names, mascots, or nicknames pursuant to Education Code 221.3
  25. Any complaint alleging retaliation against a complainant or other participant in the complaint process or anyone who has acted to uncover or report a violation subject to this policy

26. Any other state or federal educational program the SPI or designee deems appropriate

The Board recognizes that alternative dispute resolution (ADR) can, depending on the nature of the allegations, offer a process to reach a resolution to the complaint that is acceptable to all parties. ADR such as mediation may be offered to resolve complaints that involve more than one student and no adult. However, mediation shall not be offered or used to resolve any complaint involving sexual assault or where there is a reasonable risk that a party to the mediation would feel compelled to participate. The Superintendent or designee shall ensure that the use of ADR is consistent with state and federal laws and regulations.

The district shall protect all complainants from retaliation. In investigating complaints, the confidentiality of the parties involved shall be protected as required by law. As appropriate for any complaint alleging retaliation or unlawful discrimination (such as discriminatory harassment, intimidation, or bullying), the Superintendent or designee shall keep confidential the identity of the complainant and/or the subject of the complaint if he/she is different from the complainant, as long as the integrity of the complaint process is maintained.

When an allegation that is not subject to UCP is included in a UCP complaint, the district shall refer the non-UCP allegation to the appropriate staff or agency and shall investigate and, if appropriate, resolve the UCP-related allegation(s) through the district's UCP.

The Superintendent or designee shall provide training to district staff to ensure awareness and knowledge of current law and related requirements, including the steps and timelines specified in this policy and the accompanying administrative regulation.

The Superintendent or designee shall maintain records of all UCP complaints and the investigations of those complaints in accordance with applicable law and district policy.

~~The following complaints shall not be subject to the district's UCP but shall be referred to the specified agency: (5 CCR 4611)~~

- ~~1. Any complaint alleging child abuse or neglect shall be referred to the County Department of Social Services, the County Protective Services Division, and the appropriate law enforcement agency.~~
- ~~2. Any complaint alleging health and safety violations by a child development program shall, for licensed facilities, be referred to Department of Social Services and shall, for licensing exempt facilities, be referred to the appropriate Child Development regional administrator.~~
- ~~3. Any complaint alleging employment discrimination shall be sent to the California Department of Fair Employment and Housing and the compliance officer shall notify the complainant by first class mail of the transfer.~~

~~4. Any complaint alleging fraud shall be referred to the California Department of Education.~~

~~In addition, the district's Williams Uniform Complaint Procedures, AR 1312.4, shall be used to investigate and resolve any complaint related to sufficiency of textbooks or instructional materials, emergency or urgent facilities conditions that pose a threat to the health or safety of students or staff, or teacher vacancies and misassignments. (Education Code 35186)~~

~~(ef.~~

### **Non-UCP Complaints**

The following complaints shall not be subject to the district's UCP but shall be investigated and resolved by the specified agency or through an alternative process:

1. Any complaint alleging child abuse or neglect shall be referred to the County Department of Social Services Protective Services Division or the appropriate law enforcement agency (5 CCR 4611)
2. Any complaint alleging health and safety violations by a child development program shall, for licensed facilities, be referred to Department of Social Services (5 CCR 4611)
3. Any complaint alleging that a student, while in an education program or activity, was subjected to sexual harassment, as defined in 34 CFR 106.30

Such a complaint shall be addressed through the federal Title IX complaint procedures as specified in Administrative Regulation 5145.71 - Title IX Sexual Harassment Complaint Procedures.

4. Any complaint alleging employment discrimination or harassment shall be investigated and resolved by the district in accordance with the procedures specified in Administrative Regulation 4030 - Nondiscrimination in Employment, including the right to file the complaint with the California Civil Rights Department
5. Any complaint alleging a violation of a state or federal law or regulation related to special education, a settlement agreement related to the provision of a free appropriate public education (FAPE), failure or refusal to implement a due process hearing order to which the district is subject, or a physical safety concern that interferes with the district's provision of FAPE shall be submitted to the California Department of Education (CDE) in accordance with Administrative Regulation 6159.1 - Procedural Safeguards and Complaints for Special Education (5 CCR 3200-3205)

6. Any complaint alleging noncompliance of the district's food service program with laws regarding meal counting and claiming, reimbursable meals, eligibility of children or adults, or use of cafeteria funds and allowable expenses shall be filed with or referred to CDE in accordance with Board Policy 3555 - Nutrition Program Compliance (5 CCR 15580-15584)
7. Any complaint alleging discrimination based on race, color, national origin, sex, age, or disability in the district's food service program shall be filed with or referred to the U.S. Department of Agriculture in accordance with Board Policy 3555 - Nutrition Program Compliance (5 CCR 15582)
8. Any complaint related to sufficiency of textbooks or instructional materials, emergency or urgent facilities conditions that pose a threat to the health or safety of students or staff, or teacher vacancies and misassignments shall be investigated and resolved in accordance with Administrative Regulation 1312.4 - Williams Uniform Complaint Procedures (Education Code 35186)

Los Molinos Unified School District

Governing Board of Trustees

Revised: 01/15/2026

## **LOS MOLINOS UNIFIED SCHOOL DISTRICT**

### **Uniform Complaint Procedures**

#### **AR 1312.3**

#### **Community Relations**

Except as the Governing Board may otherwise specifically provide in other district policies, these uniform complaint procedures (UCP) shall be used to investigate and resolve only the complaints specified in BP 1312.3.

(cf. 1312.1 - Complaints Concerning District Employees) (cf. 1312.2 - Complaints Concerning Instructional Materials) (cf. 1312.4 - Williams Uniform Complaint Procedures)

(cf. 4030 - Nondiscrimination in Employment) Compliance Officers

The district designates the individual(s) identified below as the employee(s) responsible for coordinating the district's response to complaints and for complying with state and federal civil rights laws. The individual(s) also serve as the compliance officer(s) specified in AR 5145.3 - Nondiscrimination/Harassment as the responsible employee to handle complaints regarding unlawful discrimination (such as discriminatory harassment, intimidation, or bullying). The individual(s) shall receive and coordinate the investigation of complaints and shall ensure district compliance with law.

(cf. 5145.3 - Nondiscrimination/Harassment) (cf. 5145.7 - Sexual Harassment)

Superintendent

7851 Highway 99E, Los Molinos, CA 96055

530-384-7826

The compliance officer who receives a complaint may assign another compliance officer to investigate and resolve the complaint. The compliance officer shall promptly notify the complainant and respondent, if applicable, if another compliance officer is assigned to the complaint.

In no instance shall a compliance officer be assigned to a complaint in which he/she has a bias or conflict of interest that would prohibit him/her from fairly investigating or resolving the complaint. Any complaint against a compliance officer or that raises a concern about the compliance officer's ability to investigate the complaint fairly and without bias shall be filed with the Superintendent or designee who shall determine how the complaint will be investigated.

The Superintendent or designee shall ensure that employees assigned to investigate and resolve complaints receive training and are knowledgeable about the laws and programs at issue in the complaints to which they are assigned. Training provided to such employees shall include current

state and federal laws and regulations governing the program, applicable processes for investigating and resolving complaints, including those alleging unlawful discrimination (such as discriminatory harassment, intimidation, or bullying), applicable standards for reaching decisions on complaints, and appropriate corrective measures. Assigned employees may have access to legal counsel as determined by the Superintendent or designee.

(cf. 4331 - Staff Development) (cf. 9124 - Attorney)

~~The compliance officer or, if necessary, any appropriate administrator shall determine whether interim measures are necessary during and pending the result of an investigation. If interim measures are determined to be necessary, the compliance officer or the administrator shall consult with the Superintendent, the Superintendent's designee, or, if appropriate, the site principal to implement one or more interim measures. The interim measures shall remain in place until the compliance officer determines that they are no longer necessary or until the district issues its final written decision, whichever occurs first.~~

The compliance officer or, if necessary, any appropriate administrator shall determine whether interim measures are necessary during and pending the result of an investigation. If interim measures are determined to be necessary, the compliance officer or the administrator shall consult with the Superintendent, the Superintendent's designee, or, if appropriate, the site principal to implement one or more interim measures. The interim measures shall remain in place until the compliance officer determines that they are no longer necessary or until the district issues its written investigation report, whichever occurs first.

#### Notifications

The district's UCP policy and administrative regulation shall be posted in all district schools and offices, including staff lounges and student government meeting rooms. (Education Code 234.1)

The Superintendent or designee shall annually provide written notification of the district's UCP, including information regarding unlawful student fees, local control and accountability plan (LCAP) requirements, and requirements related to the educational rights of foster youth and homeless students, to students, employees, parents/guardians, the district advisory committee, school advisory committees, appropriate private school officials or representatives, and other interested parties. (Education Code 262.3, 48853, 48853.5, 49013, 49069.5, 51225.1, 51225.2, 52075; 5 CCR 4622)

(cf. 0420 - School Plans/Site Councils)

(cf. 0460 - Local Control and Accountability Plan) (cf. 1220 - Citizen Advisory Committees)

(cf. 3260 - Fees and Charges)

(cf. 4112.9/4212.9/4312.9 - Employee Notifications) (cf. 5145.6 - Parental Notifications)

(cf. 6173 - Education for Homeless Children) (cf. 6173.1 - Education for Foster Youth)

The annual notification and complete contact information of the compliance officer(s) may be posted on the district web site and, if available, provided through district-supported social media.

(cf. 1113 - District and School Web Sites) (cf. 1114 - District-Sponsored Social Media)

The Superintendent or designee shall ensure that all students and parents/guardians, including students and parents/guardians with limited English proficiency, have access to the relevant information provided in the district's policy, regulation, forms, and notices concerning the UCP.

If 15 percent or more of students enrolled in a particular district school speak a single primary language other than English, the district's policy, regulation, forms, and notices concerning the UCP shall be translated into that language, in accordance with Education Code 234.1 and 48985. In all other instances, the district shall ensure meaningful access to all relevant UCP information for parents/guardians with limited English proficiency.

The notice shall:

Identify the person(s), position(s), or unit(s) responsible for receiving complaints

Advise the complainant of any civil law remedies that may be available to him/her under state or federal antidiscrimination laws, if applicable

Advise the complainant of the appeal process, including, if applicable, the complainant's right to take a complaint directly to the California Department of Education (CDE) or to pursue remedies before civil courts or other public agencies, such as the U.S. Department of Education's Office for Civil Rights (OCR) in cases involving unlawful discrimination (such as discriminatory harassment, intimidation, or bullying).

Include statements that:

The district has the primary responsibility to ensure compliance with applicable state and federal laws and regulations governing educational programs.

The complaint review shall be completed within 60 calendar days from the date of receipt of the complaint unless the complainant agrees in writing to an extension of the timeline.

A complaint alleging retaliation or unlawful discrimination (such as discriminatory harassment, intimidation, or bullying) must be filed not later than six months from the date it occurred, or six months from the date the complainant first obtained knowledge of the facts of the alleged unlawful discrimination. The time for filing may be extended for up to 90 days by the Superintendent or designee for good cause upon written request by the complainant setting forth the reasons for the extension.

Complaints should be filed in writing and signed by the complainant. If a complainant is unable to put his/her complaint in writing, for example, due to conditions such as a disability or illiteracy, district staff shall assist him/her in the filing of the complaint.



If a complaint is not filed in writing but the district receives notice of any allegation that is subject to the UCP, the district shall take affirmative steps to investigate and address the allegations, in a manner appropriate to the particular circumstances.

If the allegation involves retaliation or unlawful discrimination (such as discriminatory harassment, intimidation, or bullying) and the investigation reveals that discrimination has occurred, the district will take steps to prevent recurrence of discrimination and correct its discriminatory effects on the complainant, and on others, if appropriate.

A student enrolled in a public school shall not be required to pay a fee for his/her participation in an educational activity that constitutes an integral fundamental part of the district's educational program, including curricular and extracurricular activities.

The Board is required to adopt and annually update the LCAP in a manner that includes meaningful engagement of parents/guardians, students, and other stakeholders in the development and/or review of the LCAP.

A foster youth shall receive information about educational rights related to his/her educational placement, enrollment in and checkout from school, as well as the responsibilities of the district liaison for foster youth to ensure and facilitate these requirements and to assist the student in ensuring proper transfer of his/her credits, records, and grades when he/she transfers between schools or between the district and another district.

A foster youth or homeless student who transfers into a district high school or between district high schools shall be notified of the district's responsibility to:

Accept any coursework or part of the coursework that the student has satisfactorily completed in another public school, juvenile court school, or a nonpublic, nonsectarian school or agency, and to issue full or partial credit for the coursework completed

Not require the student to retake any course or a portion of a course which he/she has satisfactorily completed in another public school, juvenile court school, or a nonpublic, nonsectarian school or agency

If the student has completed his/her second year of high school before the transfer, provide the student information about district-adopted coursework and Board-imposed graduation requirements from which he/she may be exempted pursuant to Education Code 51225.1

~~The complainant has a right to appeal the district's decision to the CDE by filing a written appeal within 15 calendar days of receiving the district's decision.~~

**The complainant has a right to appeal the district's decision to the CDE by filing a written appeal within 30 calendar days of receiving the district's decision.**

In any complaint alleging unlawful discrimination (such as discriminatory harassment, intimidation, or bullying), the respondent also shall have the right to file an appeal with the CDE in the same manner as the complainant, if he/she is dissatisfied with the district's decision.

The appeal to the CDE must include a copy of the complaint filed with the district and a copy of the district's decision.

Copies of the district's UCP are available free of charge.

#### District Responsibilities

All UCP-related complaints shall be investigated and resolved within 60 calendar days of the district's receipt of the complaint unless the complainant agrees in writing to an extension of the timeline. (5 CCR 4631)

For complaints alleging unlawful discrimination (such as discriminatory harassment, intimidation, or bullying), the district shall inform the respondent when the complainant agrees to an extension of the timeline for investigating and resolving the complaint.

The compliance officer shall maintain a record of each complaint and subsequent related actions, including steps taken during the investigation and all information required for compliance with 5 CCR 4631 and 4633.

All parties involved in the allegations shall be notified when a complaint is filed and when a decision or ruling is made. However, the compliance officer shall keep all complaints or allegations of retaliation or unlawful discrimination (such as discriminatory harassment, intimidation, or bullying) confidential except when disclosure is necessary to carry out the investigation, take subsequent corrective action, conduct ongoing monitoring, or maintain the integrity of the process. (5 CCR 4630, 4964)

#### Filing of Complaints

The complaint shall be presented to the compliance officer who shall maintain a log of complaints received, providing each with a code number and a date stamp.

All complaints shall be filed in writing and signed by the complainant. If a complainant is unable to put a complaint in writing due to conditions such as a disability or illiteracy, district staff shall assist him/her in the filing of the complaint. (5 CCR 4600)

Complaints shall also be filed in accordance with the following rules, as applicable:

A complaint alleging district violation of applicable state or federal law or regulations governing adult education programs, consolidated categorical aid programs, migrant education, career technical and technical education and training programs, child care and development programs, child nutrition programs, and special education programs may be filed by any individual, public agency, or organization. (5 CCR 4630)

Any complaint alleging noncompliance with law regarding the prohibition against requiring students to pay student fees, deposits, and charges or any requirement related to the LCAP may be filed anonymously if the complaint provides evidence, or information leading to evidence, to support an allegation of noncompliance. A complaint about a violation of the prohibition against the charging of unlawful student fees may be filed with the principal of the school or with the

Superintendent or designee. However, any such complaint shall be filed no later than one year from the date the alleged violation occurred. (Education Code 49013, 52075; 5 CCR 4630)

A complaint alleging unlawful discrimination (such as discriminatory harassment, intimidation, or bullying) may be filed only by a person who alleges that he/she personally suffered the unlawful discrimination or by a person who believes that an individual or any specific class of individuals has been subjected to it. The complaint shall be initiated no later than six months from the date when the alleged unlawful discrimination occurred, or six months from the date when the complainant first obtained knowledge of the facts of the alleged unlawful discrimination. The time for filing may be extended for up to 90 days by the Superintendent or designee for good cause upon written request by the complainant setting forth the reasons for the extension. (5 CCR 4630)

When a complaint alleging unlawful discrimination (such as discriminatory harassment, intimidation, or bullying) is filed anonymously, the compliance officer shall pursue an investigation or other response as appropriate, depending on the specificity and reliability of the information provided and the seriousness of the allegation.

When the complainant of unlawful discrimination (such as discriminatory harassment, intimidation, or bullying) or the alleged victim, when he/she is not the complainant, requests confidentiality, the compliance officer shall inform him/her that the request may limit the district's ability to investigate the conduct or take other necessary action. When honoring a request for confidentiality, the district shall nevertheless take all reasonable steps to investigate and resolve/respond to the complaint consistent with the request.

#### Mediation

Within three business days after the compliance officer receives the complaint, he/she may informally discuss with all the parties the possibility of using mediation. Mediation shall be offered to resolve complaints that involve more than one student and no adult. However, mediation shall not be offered or used to resolve any complaint involving an allegation of sexual assault or where there is a reasonable risk that a party to the mediation would feel compelled to participate. If the parties agree to mediation, the compliance officer shall make all arrangements for this process.

Before initiating the mediation of a complaint alleging retaliation or unlawful discrimination (such as discriminatory harassment, intimidation, or bullying), the compliance officer shall ensure that all parties agree to make the mediator a party to relevant confidential information. The compliance officer shall also notify all parties of the right to end the informal process at any time.

If the mediation process does not resolve the problem within the parameters of law, the compliance officer shall proceed with his/her investigation of the complaint.

The use of mediation shall not extend the district's timelines for investigating and resolving the complaint unless the complainant agrees in writing to such an extension of time. If mediation is

successful and the complaint is withdrawn, then the district shall take only the actions agreed to through the mediation. If mediation is unsuccessful, the district shall then continue with subsequent steps specified in this administrative regulation.

### Investigation of Complaint

Within 10 business days after the compliance officer receives the complaint, the compliance officer shall begin an investigation into the complaint.

Within one business day of initiating the investigation, the compliance officer shall provide the complainant and/or his/her representative with the opportunity to present the information contained in the complaint to the compliance officer and shall notify the complainant and/or his/her representative of the opportunity to present the compliance officer with any evidence, or information leading to evidence, to support the allegations in the complaint. Such evidence or information may be presented at any time during the investigation.

In conducting the investigation, the compliance officer shall collect all available documents and review all available records, notes, or statements related to the complaint, including any additional evidence or information received from the parties during the course of the investigation. He/she shall individually interview all available witnesses with information pertinent to the complaint, and may visit any reasonably accessible location where the relevant actions are alleged to have taken place. At appropriate intervals, the compliance officer shall inform both parties of the status of the investigation.

To investigate a complaint alleging retaliation or unlawful discrimination (such as discriminatory harassment, intimidation, or bullying), the compliance officer shall interview the alleged victim(s), any alleged offenders, and other relevant witnesses privately, separately, and in a confidential manner. As necessary, additional staff or legal counsel may conduct or support the investigation.

A complainant's refusal to provide the district's investigator with documents or other evidence related to the allegations in the complaint, failure or refusal to cooperate in the investigation, or engagement in any other obstruction of the investigation may result in the dismissal of the complaint because of a lack of evidence to support the allegation. Similarly, a respondent's refusal to provide the district's investigator with documents or other evidence related to the allegations in the complaint, failure or refusal to cooperate in the investigation, or engagement in any other obstruction of the investigation may result in a finding, based on evidence collected, that a violation has occurred and in the imposition of a remedy in favor of the complainant. (5 CCR 4631)

In accordance with law, the district shall provide the investigator with access to records and other information related to the allegation in the complaint and shall not in any way obstruct the investigation. Failure or refusal of the district to cooperate in the investigation may result in a finding based on evidence collected that a violation has occurred and in the imposition of a remedy in favor of the complainant. (5 CCR 4631)

The compliance officer shall apply a "preponderance of the evidence" standard in determining the veracity of the factual allegations in a complaint. This standard is met if the allegation is more likely to be true than not.

#### Report of Findings

Unless extended by written agreement with the complainant, a final decision shall be sent to the complainant within 60 calendar days of the district's receipt of the complaint. Within 30 calendar days of receiving the complaint, the compliance officer shall prepare and send to the complainant a written report, as described in the section "Final Written Decision" below. If the complainant is dissatisfied with the compliance officer's decision, he/she may, within five business days, file his/her complaint in writing with the Board.

The Board may consider the matter at its next regular Board meeting or at a special Board meeting convened in order to meet the 60-day time limit within which the complaint must be answered.

The Board may decide not to hear the complaint, in which case the compliance officer's decision shall be final.

If the Board hears the complaint, the compliance officer shall send the Board's decision to the complainant within 60 calendar days of the district's initial receipt of the complaint or within the time period that has been specified in a written agreement with the complainant. (5 CCR 4631)

In resolving any complaint alleging unlawful discrimination (such as discriminatory harassment, intimidation, and bullying), the respondent also shall be sent the district's decision and, in the same manner as the complainant, may file a complaint with the Board if dissatisfied with the decision.

#### Final Written Decision

The district's decision on how it will resolve the complaint shall be in writing and shall be sent to the complainant and respondent. (5 CCR 4631)

In consultation with district legal counsel, information about the relevant part of a decision may be communicated to a victim who is not the complainant and to other parties who may be involved in implementing the decision or are affected by the complaint, as long as the privacy of the parties is protected. In a complaint alleging unlawful discrimination (such as discriminatory harassment, intimidation, and bullying), notice of the district's decision to the alleged victim shall include information about any sanction to be imposed upon the respondent that relates directly to the alleged victim.

If the complaint involves a limited-English-proficient student or parent/guardian and the student involved attends a school at which 15 percent or more of the students speak a single primary language other than English, then the decision shall also be translated into that language. In all other instances, the district shall ensure meaningful access to all relevant information for parents/guardians with limited English proficiency.

For all complaints, the decision shall include: (5 CCR 4631)

The findings of fact based on the evidence gathered. In reaching a factual determination, the following factors may be taken into account:

Statements made by any witnesses

The relative credibility of the individuals involved

How the complaining individual reacted to the incident

Any documentary or other evidence relating to the alleged conduct

Past instances of similar conduct by any alleged offenders

Past false allegations made by the complainant

The conclusion(s) of law

Disposition of the complaint

Rationale for such disposition

For complaints of retaliation or unlawful discrimination (such as discriminatory harassment, intimidation, or bullying), the disposition of the complaint shall include a determination for each allegation as to whether retaliation or unlawful discrimination has occurred.

The determination of whether a hostile environment exists may involve consideration of the following:

How the misconduct affected one or more students' education

The type, frequency, and duration of the misconduct

The relationship between the alleged victim(s) and offender(s)

The number of persons engaged in the conduct and at whom the conduct was directed

The size of the school, location of the incidents, and context in which they occurred

Other incidents at the school involving different individuals

Corrective action(s), including any actions that have been taken or will be taken to address the allegations in the complaint and including, with respect to a student fees complaint, a remedy that comports with Education Code 49013 and 5 CCR 4600

For complaints of unlawful discrimination (such as discriminatory harassment, intimidation, or bullying), the decision may, as required by law, include:

The corrective actions imposed on the respondent

Individual remedies offered or provided to the complainant or another person who was the subject of the complaint, but this information should not be shared with the respondent.

Systemic measures the school has taken to eliminate a hostile environment and prevent recurrence

**Notice of the complainant's and respondent's right to appeal the district's decision to the CDE within 30 calendar days, and procedures to be followed for initiating such an appeal**

The decision may also include follow-up procedures to prevent recurrence or retaliation and for reporting any subsequent problems.

For complaints alleging unlawful discrimination based on state law (such as discriminatory harassment, intimidation, and bullying), the decision shall also include a notice to the complainant that:

He/she may pursue available civil law remedies outside of the district's complaint procedures, including seeking assistance from mediation centers or public/private interest attorneys, 60 calendar days after the filing of an appeal with the CDE. (Education Code 262.3)

The 60 days moratorium does not apply to complaints seeking injunctive relief in state courts or to discrimination complaints based on federal law. (Education Code 262.3)

Complaints alleging discrimination based on race, color, national origin, sex, gender, disability, or age may also be filed with the U.S. Department of Education, Office for Civil Rights at [www.ed.gov/ocr](http://www.ed.gov/ocr) within 180 days of the alleged discrimination. Corrective Actions

When a complaint is found to have merit, the compliance officer shall adopt any appropriate corrective action permitted by law. Appropriate corrective actions that focus on the larger school or district environment may include, but are not limited to, actions to reinforce district policies; training for faculty, staff, and students; updates to school policies; or school climate surveys.

For complaints involving retaliation or unlawful discrimination (such as discriminatory harassment, intimidation, or bullying), appropriate remedies that may be offered to the victim but not communicated to the respondent may include, but are not limited to, the following:

Counseling

Academic support

Health services

Assignment of an escort to allow the victim to move safely about campus

Information regarding available resources and how to report similar incidents or retaliation

Separation of the victim from any other individuals involved, provided the separation does not penalize the victim

Restorative justice

Follow-up inquiries to ensure that the conduct has stopped and there has been no retaliation

Determination of whether any past actions of the victim that resulted in discipline were related to the treatment the victim received and described in the complaint

For complaints involving retaliation or unlawful discrimination (such as discriminatory harassment, intimidation, or bullying), appropriate corrective actions that focus on a student offender may include, but are not limited to, the following:

Transfer from a class or school as permitted by law

Parent/guardian conference

Education regarding the impact of the conduct on others

Positive behavior support

Referral to a student success team

Denial of participation in extracurricular or co-curricular activities or other privileges as permitted by law

Disciplinary action, such as suspension or expulsion, as permitted by law

When an employee is found to have committed retaliation or unlawful discrimination (such as discriminatory harassment, intimidation, or bullying), the district shall take appropriate disciplinary action, up to and including dismissal, in accordance with applicable law and collective bargaining agreement.

The district may also consider training and other interventions for the larger school community to ensure that students, staff, and parents/guardians understand the types of behavior that constitute unlawful discrimination (such as discriminatory harassment, intimidation, or bullying), that the district does not tolerate it, and how to report and respond to it.

If a complaint alleging noncompliance with the laws regarding student fees, deposits, and other charges, physical education instructional minutes for students in elementary schools, or any requirement related to the LCAP is found to have merit, the district shall provide a remedy to all affected students and parents/guardians subject to procedures established by regulation of the State Board of Education. (Education Code 49013, 51223, 52075)

For complaints alleging noncompliance with the laws regarding student fees, the district shall attempt in good faith, by engaging in reasonable efforts, to identify and fully reimburse all affected students and parents/guardians who paid the unlawful student fees within one year prior to the filing of the complaint. (Education Code 49013; 5 CCR 4600)



## Appeals to the California Department of Education

Any complainant who is dissatisfied with the district's final written decision may file an appeal in writing with the CDE within 30 calendar days of receiving the district's decision. (Education Code 222, 48853, 48853.5, 49013, 49069.5, 51223, 51225.1, 51225.2, 51228.3, 52075; 5 CCR 4632)

~~When a respondent in any complaint alleging unlawful discrimination (such as discriminatory harassment, intimidation, and bullying) is dissatisfied with the district's final written decision,~~

When a respondent in any complaint alleging unlawful discrimination (such as discriminatory harassment, intimidation, and bullying) is dissatisfied with the district's written investigation report, he/she, in the same manner as the complainant, may file an appeal with the CDE.

The complainant or respondent shall specify the basis for the appeal of the decision and whether the facts are incorrect and/or the law has been misapplied. The appeal shall be accompanied by a copy of the locally filed complaint and a copy of the district's decision. (5 CCR 4632)

Upon notification by the CDE that the complainant or respondent has appealed the district's decision, the Superintendent or designee shall forward the following documents to the CDE: (5 CCR 4633)

A copy of the original complaint

A copy of the written decision

A summary of the nature and extent of the investigation conducted by the district, if not covered by the decision

A copy of the investigation file including, but not limited to, all notes, interviews, and documents submitted by the parties and gathered by the investigator

A report of any action taken to resolve the complaint

A copy of the district's uniform complaint procedures

Other relevant information requested by the CDE

Los Molinos Unified School District Governing Board of Trustees

Revised: 12/18/2014, 10/2015, 1/19/2017

### NEW CSBA-REQUIRED NOTIFICATION LANGUAGE:

The annual notification, complete contact information of the compliance officer(s), and information related to Title IX as required pursuant to Education Code 221.61 and 34 CFR 106.8

shall be posted on district and school websites, published in handbooks or catalogs, and may be provided through district-supported social media.

#### INVESTIGATION REPORT CLARIFICATION:

The district's investigation report shall include findings of fact, conclusions of law, corrective actions if warranted, notice of the right to appeal to the California Department of Education (CDE), and procedures for initiating an appeal.

DRAFT

# SEXUAL HARASSMENT

## BP 4119.11

### Personnel

The Governing Board prohibits sexual harassment of district employees and job applicants.

The district does not discriminate on the basis of sex in any of its programs or activities and complies with Title IX of the Education Amendments of 1972 and its implementing regulations.

The Governing Board is committed to providing a safe work environment that is free of discrimination, harassment, and intimidation, including sexual harassment.

The Board prohibits sexual harassment, as defined in the accompanying administrative regulation, in district programs and activities by and against district employees.

For purposes of this policy and accompanying administrative regulation, employees include interns, volunteers, contractors, job applicants, and other persons with an employment relationship with the district.

~~The Board also prohibits retaliatory behavior or action against district employees or other persons who complain, testify or otherwise participate in the complaint process established pursuant to this policy and administrative regulation.~~

Additionally, the Board prohibits retaliatory behavior or action against any person who complains or testifies about conduct that reasonably may constitute sexual harassment, reports such conduct, or otherwise participates or refuses to participate in the complaint process established for the purpose of this policy.

(cf. 0410 - Nondiscrimination in District Programs and Activities)

(cf. 4030 - Nondiscrimination in Employment)

(cf. 4119.12/4219.12/4319.12 - Title IX Sexual Harassment Complaint Procedures)

The Superintendent or designee shall take all actions necessary to ensure the prevention, investigation, and correction of sexual harassment, including but not limited to:

- ~~1. Providing training to employees in accordance with law and administrative regulation~~
- ~~2. Publicizing and disseminating the district's sexual harassment policy to staff~~

(cf. 4112.9/4212.9/4312.9 - Employee Notifications)

- ~~3. Ensuring prompt, thorough, and fair investigation of complaints~~

~~4. Taking timely and appropriate corrective/remedial action(s), which may require interim separation of the complainant and the alleged harasser and subsequent monitoring of developments~~

1. Providing training to employees in accordance with law and administrative regulation
2. Publicizing and disseminating the district's sexual harassment policy to employees and others to whom the policy may apply
3. Publicize, as specified in Exhibit 4119.12/4219.12/4319.12, the required notifications related to Title IX to employees, applicants for employment, and bargaining units
4. Ensuring prompt, thorough, fair, and equitable investigation of complaints through the appropriate state and/or federal procedures
5. Taking timely and appropriate corrective/remedial action(s)

The Superintendent or designee may periodically evaluate the effectiveness of the district's strategies to prevent and address harassment. Such evaluation may involve conducting regular anonymous employee surveys to assess whether harassment is occurring or is perceived to be tolerated, partnering with researchers or other agencies with the needed expertise to evaluate the district's prevention strategies, and using any other effective tool for receiving feedback on systems and/or processes. As necessary, changes shall be made to harassment policy(ies), complaint procedures, or training, as appropriate and in accordance with law.

~~All complaints and allegations of sexual harassment shall be kept confidential to the extent necessary to carry out the investigation or to take other subsequent necessary actions. (5 CCR 4964)~~

## **Reports and Complaints**

~~Any district employee or job applicant who feels that he/she has been sexually harassed or who has knowledge of any incident of sexual harassment by or against another employee, a job applicant or a student, shall immediately report the incident to his/her supervisor, the principal, district administrator or Superintendent.~~

~~A supervisor, principal or other district administrator who receives a harassment complaint shall promptly notify the Superintendent or designee.~~

Any district employee who has experienced sexual harassment in the district's education program or activity may file a complaint with the district's Title IX Coordinator.

Any employee with knowledge of conduct that reasonably may constitute sexual harassment by or against another district employee, a student, or a third party in a district education program or activity shall notify the Title IX Coordinator within one workday.

Once notified, the Title IX Coordinator shall ensure that the complaint alleging sexual harassment is addressed through Administrative Regulation 4119.12/4219.12/4319.12 - Title IX Sexual Harassment Complaint Procedures or Administrative Regulation 4030 - Nondiscrimination in Employment, as applicable.

Additionally, the Title IX Coordinator shall ensure that any implementation of Administrative Regulation 4119.12/4219.12/4319.12 concurrently meets the requirements of Administrative Regulation 4030 - Nondiscrimination in Employment.

Before or after the filing of a formal complaint or where no formal complaint has been filed, the Title IX Coordinator shall offer and coordinate supportive measures to be provided to the complainant and the respondent, as deemed appropriate under the circumstances.

~~Complaints of sexual harassment shall be filed in accordance with AR 4031—Complaints Concerning Discrimination in Employment. An employee may bypass his/her supervisor in filing a complaint where the supervisor is the subject of the complaint.~~

Complaints alleging sexual harassment shall be addressed through Administrative Regulation 4119.12/4219.12/4319.12 - Title IX Sexual Harassment Complaint Procedures or Administrative Regulation 4030 - Nondiscrimination in Employment, as applicable.

(cf. 4031 - Complaints Concerning Discrimination in Employment)

~~Any district employee who engages or participates in sexual harassment or who aids, abets, incites, compels, or coerces another to commit sexual harassment against a district employee, job applicant, or student is in violation of this policy and is subject to disciplinary action, up to and including dismissal.~~

Upon investigation of a sexual harassment complaint, any district employee found to have engaged or participated in sexual harassment or to have aided, abetted, incited, compelled, or coerced another to commit sexual harassment in violation of this policy shall be subject to disciplinary action, up to and including dismissal, in accordance with law and the applicable collective bargaining agreement.

(cf. 4117.4 - Dismissal)

(cf. 4118 - Suspension/Disciplinary Action)

(cf. 4218 - Dismissal/Suspension/Disciplinary Action)

## **Legal Reference:**

### **EDUCATION CODE**

200-262.4 Prohibition of discrimination on the basis of sex

220.1 Prohibition of retaliation related to educational equity

220.3 No requirement to disclose information related to student's sexual orientation, gender identity, or gender expression

220.5 Prohibition of policies requiring disclosure of information related to student's sexual orientation, gender identity, or gender expression

### **GOVERNMENT CODE**

12900-12996 Fair Employment and Housing Act, especially:

12940 Prohibited discrimination

12950.1 Sexual harassment training

11135 Prohibition of discrimination

12950 Sexual harassment

### **LABOR CODE**

1101 Political activities of employees

1102.1 Discrimination: sexual orientation

1197.5 Wages, hours, and working conditions

### **CODE OF REGULATIONS, TITLE 2**

7287.8 Retaliation

7288.0 Sexual harassment training and education

2 CCR 11006-11086 Discrimination in employment

2 CCR 11009 Employment discrimination

2 CCR 11021 Discrimination in employment - retaliation

2 CCR 11023 Harassment and discrimination prevention and correction

2 CCR 11024 Required training and education on harassment based on sex, gender identity and expression, and sexual orientation

2 CCR 11034 Terms, conditions, and privileges of employment

## CODE OF REGULATIONS, TITLE 5

4900-4965 Nondiscrimination in elementary and secondary education programs receiving state financial assistance

[5 CCR 4900-4965 Nondiscrimination in elementary and secondary educational programs receiving state or federal financial assistance](#)

## UNITED STATES CODE, TITLE 42

2000d-2000d-7 Title VI, Civil Rights Act of 1964

2000e-2000e-17 Title VII, Civil Rights Act of 1964, as amended

2000h-2-2000h-6 Title IX, 1972 Education Act Amendments

[20 USC 1681-1688 Title IX of the Education Amendments of 1972; discrimination based on sex](#)

[29 CFR 1636 Implementation of the Pregnant Workers Fairness Act](#)

[42 USC 2000gg-2000gg-6 Pregnant Workers Fairness Act](#)

## CODE OF FEDERAL REGULATIONS, TITLE 34

106.9 Dissemination of policy

[34 CFR 106.1-106.82 Nondiscrimination on the basis of sex in education programs or activities](#)

## COURT DECISIONS

Department of Health Services v. Superior Court of California, (2003) 31 Cal.4th 1026

Faragher v. City of Boca Raton, (1998) 118 S.Ct. 2275

Burlington Industries v. Ellreth, (1998) 118 S.Ct. 2257

Gebser v. Lago Vista Independent School District, (1998) 118 S.Ct. 1989

Oncale v. Sundowner Offshore Serv. Inc., (1998) 118 S.Ct. 998

Meritor Savings Bank, FSB v. Vinson et al., (1986) 447 U.S. 57

[Tennessee v. Cardona \(2024\) 737 F.Supp.3d 510](#)

[Olmstead v. L.C. ex rel. Zimring \(1999\) 527 U.S. 581](#)

[John T. D. v. River Delta Joint Unified School District \(2021\) WL 5176356](#)

## Management Resources:

OFFICE OF CIVIL RIGHTS AND NATIONAL ASSOCIATION OF ATTORNEYS GENERAL

Protecting Students from Harassment and Hate Crime, January, 1999

U.S. DOE, Office for Civil Rights Publication: Dear Colleague Letter: Enforcement of Title IX under the provisions of the 2020 Title IX Rule, February 4, 2025

Federal Register: Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance, May 19, 2020, Vol. 85, No. 97, pages 30026-30579

WEB SITES

California Civil Rights Department

California Department of Fair Employment and Housing

Equal Employment Opportunity Commission

U.S. Department of Education, Office for Civil Rights

CSBA District and County Office of Education Legal Services

California Department of Education

Los Molinos Unified School District

Governing Board of Trustees

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# LOS MOLINOS UNIFIED SCHOOL DISTRICT

## SEXUAL HARASSMENT

### AR 4119.11

#### Personnel

Title IX of the Education Amendments of 1972 (20 USC 1681-1688) prohibits discrimination based on sex in district programs and activities. For information related to sexual harassment involving students, see BP/AR 5145.7 - Sexual Harassment and AR 5145.71 - Title IX Sexual Harassment Complaint Procedures.

The Governing Board prohibits sexual harassment of district employees and job applicants. The Board also prohibits retaliatory behavior or action against district employees or other persons who complain, testify or otherwise participate in the complaint process established pursuant to this policy and administrative regulation.

The Superintendent or designee shall take all actions necessary to ensure the prevention, investigation, and correction of sexual harassment, including but not limited to:

1. Providing training to employees in accordance with law and administrative regulation
2. Publicizing and disseminating the district's sexual harassment policy to staff
3. Ensuring prompt, thorough, and fair investigation of complaints
4. Taking timely and appropriate corrective/remedial action(s), which may require interim separation of the complainant and the alleged harasser and subsequent monitoring of developments

All complaints and allegations of sexual harassment shall be kept confidential to the extent necessary to carry out the investigation or to take other subsequent necessary actions. (5 CCR 4964)

Any district employee or job applicant who feels that he/she has been sexually harassed or who has knowledge of any incident of sexual harassment by or against another employee, a job applicant or a student, shall immediately report the incident to his/her supervisor, the principal, district administrator or Superintendent.

A supervisor, principal or other district administrator who receives a harassment complaint shall promptly notify the Superintendent or designee.

Complaints of sexual harassment shall be filed in accordance with AR 4031—Complaints Concerning Discrimination in Employment. An employee may bypass his/her supervisor in filing a complaint where the supervisor is the subject of the complaint.

~~Any district employee who engages or participates in sexual harassment or who aids, abets, incites, compels, or coerces another to commit sexual harassment against a district employee, job applicant, or student is in violation of this policy and is subject to disciplinary action, up to and including dismissal.~~

## **Definitions**

Sexual harassment is a form of sex discrimination and means sexual harassment and other harassment on the basis of one, or a combination of two or more protected characteristics, which include, but may not be limited to, sex; gender; gender identity; gender expression; sexual orientation; sex stereotypes; pregnancy, false pregnancy, childbirth, or related conditions or recovery; reproductive health decision-making; breastfeeding or related medical conditions; and parental, marital, and family status. (Government Code 11135, 12920, 12926, 12940; 20 USC 1681-1688)

Sexual harassment includes, but is not limited to, unwelcome sexual advances, unwanted requests for sexual favors, or other unwanted verbal, visual, or physical conduct of a sexual nature, regardless of whether the conduct is motivated by sexual desire. Conduct is considered to be sexual harassment when made against another person of the same or opposite sex in the work or educational setting under any of the following conditions: (Education Code 212.5; Government Code 12940; 2 CCR 11034)

1. Submission to the conduct is made explicitly or implicitly a term or condition of the individual's employment
2. Submission to or rejection of the conduct is used as the basis for an employment decision affecting the individual
3. The conduct has the purpose or effect of having a negative impact upon the individual's work performance or of creating an intimidating, hostile, or offensive work environment
4. Submission to or rejection of the conduct is used as the basis for any decision affecting the individual regarding benefits, services, honors, programs, or activities available at or through the district

For purposes of applying the complaint procedures specified in Title IX, sexual harassment is defined as any of the following forms of conduct that occurs in an education program or activity in which a district school exercises substantial control over the context and respondent: (34 CFR 106.30, 106.44)

1. A district employee conditioning the provision of a district aid, benefit, or service on the person's participation in unwelcome sexual conduct

2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the district's education program or activity
3. Sexual assault, dating violence, domestic violence, or stalking as defined in 20 USC 1092 or 34 USC 12291

### **Title IX Coordinator/Compliance Officer**

The district designates the following individual as the responsible employee to coordinate its efforts to comply with Title IX in accordance with Administrative Regulation 4119.12/4219.12/4319.12 - Title IX Sexual Harassment Complaint Procedures, and oversee the district's response to sexual harassment complaints processed under Administrative Regulation 4030 - Nondiscrimination in Employment. The Title IX Coordinator(s) may be contacted at:

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(title or position)

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(address)

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(telephone number)

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(email)

### **Training**

The Superintendent or designee shall ensure that employees receive training regarding sexual harassment in accordance with state and federal law. Every two years, the Superintendent or designee shall ensure that supervisory employees receive at least two hours, and nonsupervisory employees receive at least one hour, of classroom or other effective interactive training and education regarding sexual harassment as specified in Government Code 12950.1. All newly hired employees and employees promoted to a supervisory position shall receive training within six months of their assumption of the new position. (Government Code 12950.1)

A supervisory employee is any employee having the authority, in the interest of the district, to hire, transfer, suspend, lay off, promote, discharge, assign, reward, or discipline other employees, or the responsibility to direct them, adjust their grievances, or effectively recommend such action,

when the exercise of the authority is not of a merely routine or clerical nature, but requires the use of independent judgment. (Government Code 12926)

Such training may be completed by employees individually or as part of a group presentation, may be completed in shorter segments as long as the applicable hourly requirement is met, and may be provided in conjunction with other training provided to the employees. The training shall be presented by trainers or educators with knowledge and expertise in the prevention of harassment, discrimination, and retaliation. (Government Code 12950.1)

The district's sexual harassment training and education program shall include, but is not limited to, the following: (Government Code 12950.1; 2 CCR 11024)

1. Information and practical guidance regarding federal and state laws concerning the prohibition, prevention, and correction of sexual harassment
2. The types of conduct that constitute sexual harassment
3. Remedies available for victims in civil actions, and potential employer/individual exposure/liability
4. Strategies to prevent harassment in the workplace
5. Supervisors' obligation to report sexual harassment, discrimination, and retaliation of which they become aware
6. Practical examples which illustrate sexual harassment, discrimination, and retaliation using training modalities such as role plays, case studies, and group discussions, based on factual scenarios taken from case law, news and media accounts, and hypotheticals based on workplace situations and other sources
7. The limited confidentiality of the complaint process
8. Resources for victims of unlawful harassment, such as to whom they should report any alleged harassment
9. Steps necessary to take appropriate remedial measures to correct harassing behavior, which includes the district's obligation to conduct an effective workplace investigation of a harassment complaint
10. What to do if the supervisor is personally accused of harassment
11. The essential elements of the district's anti-harassment policy, and how to use the policy if a harassment complaint is filed. Employees shall receive a copy of the district's sexual harassment policy and administrative regulations, which they shall read and acknowledge that they have received.
12. Information, including practical examples, of harassment based on sex, gender identity, gender expression, and sexual orientation
13. Prevention of abusive conduct, including a review of the definition and elements of abusive conduct pursuant to Government Code 12950.1, the negative effects that abusive conduct has on the victim and others in the workplace, the detrimental consequences of this conduct on employee productivity and morale, and that a single act does not constitute abusive conduct unless the act is severe or egregious

The Superintendent or designee shall retain for at least two years the records of any training provided to employees. Such records shall include, but are not limited to, the names of trained employees, date of the training, the sign-in sheet, a copy of all certificates of attendance or

completion issued, the type of training, a copy of all written or recorded materials that comprise the training, and name of the training provider. (2 CCR 11024)

Additionally, the Superintendent or designee shall ensure that Title IX Coordinators, investigators, decision-makers, and any person who facilitates an informal resolution process, receive training in accordance with 34 CFR 106.45, including the definition of sexual harassment specified in 34 CFR 106.30, the scope of the district's education program or activity, how to conduct an investigation and grievance process including hearings, appeals, and informal resolution processes, as applicable, and how to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias. In addition, the district's Title IX sexual harassment training shall include additional training for investigators and decision-makers. (34 CFR 106.45)

The Superintendent or designee shall retain for seven years the materials used to provide training as specified in 34 CFR 106.45, make these materials publicly available on its website, or, if the district does not maintain a website, make these materials available upon request, to members of the public.

## **Notifications**

The Superintendent or designee shall notify employees that the district does not discriminate on the basis of sex as required by Title IX, that the Title IX nondiscrimination requirement extends to employment, and that inquiries about the application of Title IX to the district may be referred to the district's Title IX Coordinator and/or to the Assistant Secretary for Civil Rights, U.S. Department of Education. (34 CFR 106.8)

The district shall notify employees, bargaining units, and applicants for employment of the name or title, office address, email address, and telephone number of the district's Title IX Coordinator. (34 CFR 106.8)

The Superintendent or designee shall ensure that a copy of the accompanying Board policy and this administrative regulation:

1. Be displayed in a prominent location in the main administrative building, district office, or other area of the school where notices of district rules, regulations, procedures, and standards of conduct are posted (Education Code 231.5)
2. Be provided to every district employee at the beginning of the first quarter or semester of the school year or whenever a new employee is hired (Education Code 231.5)
3. Appear in any school or district publication that sets forth the school's or district's comprehensive rules, regulations, procedures, and standards of conduct (Education Code 231.5)
4. Be posted, along with the name or title and contact information of the Title IX Coordinator, in a prominent location on the district's website (34 CFR 106.8)
5. Be included, along with the name or title and contact information of the Title IX Coordinator, in any handbook provided to employees or employee organizations (34 CFR 106.8)

All employees shall receive a copy of an information sheet prepared by the California Civil Rights Department (CRD) or the district that contains, at a minimum, components on:

(Government Code 12950)

1. The illegality of sexual harassment
2. The definition of sexual harassment under applicable state and federal law
3. A description of sexual harassment, with examples
4. The district's complaint process available to the employee
5. The legal remedies and complaint process available through CRD and the Equal Employment Opportunity Commission (EEOC)
6. Directions on how to contact CRD and the EEOC
7. The protection against retaliation provided by 2 CCR 11021 for opposing harassment prohibited by law or for filing a complaint with or otherwise participating in an investigation, proceeding, or hearing conducted by CRD and the EEOC

Additionally, the district shall post, in a prominent and accessible location, the CRD poster on discrimination in employment and the illegality of sexual harassment, and the CRD poster regarding transgender rights. (Government Code 12950)

## **Complaint Procedures**

All complaints alleging sexual harassment by and against employees shall be investigated and resolved in accordance with law and district procedures. The district's Title IX Coordinator shall review the allegations to determine the applicable procedure for responding to the complaint. All complaints that meet the definition of sexual harassment under Title IX shall be investigated and resolved in accordance with Administrative Regulation 4119.12/4219.12/4319.12 - Title IX Sexual Harassment Complaint Procedures. Other sexual harassment complaints shall be investigated and resolved in accordance with Administrative Regulation 4030 - Nondiscrimination in Employment.

If sexual harassment is found following an investigation, the Title IX Coordinator, or designee in consultation with the Title IX Coordinator, shall take prompt action to stop the sexual harassment, prevent recurrence, and address any continuing effects.

Los Molinos Unified School District

Governing Board of Trustees

Revised: 06/01/2025

## LOS MOLINOS UNIFIED SCHOOL DISTRICT

### AR 4119.12: Title IX Sexual Harassment Complaint Procedures

The complaint procedures described in this administrative regulation shall be used to address any complaint governed by Title IX of the Education Amendments of 1972 alleging that a district employee, while in an education program or activity, in which a district school exercises substantial control over the context and respondent, was subjected to one or more of the following forms of sexual harassment: (34 CFR 106.30, 106.44)

1. A district employee conditioning the provision of a district aid, benefit, or service on a person's participation in unwelcome sexual conduct
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person's equal access to the district's education program or activity
3. Sexual assault, dating violence, domestic violence, or stalking as defined in 20 USC 1092 or 34 USC 12291

For a complaint governed by Title IX based on conduct that occurred, in whole or in part, between August 1, 2024 and January 9, 2025, or prior to August 14, 2020, the Title IX Coordinator shall consult with district legal counsel to determine which procedures to use.

All other complaints alleging sexual harassment brought by or against employees shall be investigated and resolved

In accordance with Administrative Regulation 4030 - Nondiscrimination in Employment. The determination over which process shall be used to investigate and resolve a complaint shall be made by the district's Title IX Coordinator.

The Title IX Coordinator shall ensure that all requirements and timelines for Administrative Regulation 4030 - Nondiscrimination in Employment are concurrently met while implementing the Title IX procedure.

#### Basic Requirements

When implementing Title IX grievance procedures, the district shall: (34 CFR 106.45)

1. Treat complainants and respondents equitably by providing remedies to a complainant where a determination of responsibility for sexual harassment has been made against the respondent and by following a grievance process in accordance with 34 CFR 106.45 before the imposition of any disciplinary sanctions or other actions that are not supportive measures, as defined in 34 CFR 106.30, against a respondent

Remedies following a determination of responsibility for sexual harassment shall be designed to restore or preserve equal access to the district's education program or activity, and shall be provided in accordance with "Remedies," below.

2. Require an objective evaluation of all relevant evidence, including both inculpatory and exculpatory evidence, and provide that credibility determination may not be based on a person's status as complainant, respondent, or witness
3. Ensure that the Title IX Coordinator, investigator, or decisionmaker, any person that facilitates an information resolution process, does not have a conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent, and that such individuals receive training in accordance with 34 CFR 106.45
4. Presume that the respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process
5. Include reasonably prompt timeframes for the conclusion of the grievance procedures, including reasonably prompt timeframes for filing and resolving appeals, and informal resolution processes if appropriate and offered by the district

The district's procedures shall also include a process that allows for the temporary delay of the grievance procedures or the limited extension of timeframes for good cause with written notice to the complainant and the respondent of the delay or extension and the reasons for the action. Good cause may include considerations such as the absence of a party, a party's advisor, or a witness; concurrent law enforcement activity; or the need for language assistance or accommodation of disabilities.

6. Describe the range of, or list, the possible disciplinary sanctions and remedies that the district may implement following any determination of responsibility
7. State whether the standard of evidence to be used to determine responsibility is the preponderance of the evidence standard or the clear and convincing evidence standard, and apply the same standard of evidence to formal complaints against students and employees and to all formal complaints of sexual harassment
8. Include the procedures and permissible bases for the complainant and respondent to appeal
9. Describe the range of supportive measures available to complainants and respondents
10. Not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege

Additionally, the district shall not disclose the identity of any individual who has made a report or complaint of sex discrimination, including any individual who has made a report or filed a formal complaint of sexual harassment, any

complainant, any individual who has been reported to be the perpetrator of sex discrimination, any respondent, and any witness, except as may be

permitted by the Family Educational Rights and Privacy Act statute or regulations, as required by law, or to carry out the purposes of Title IX, including the conduct of any investigation, hearing, or judicial proceeding arising under Title IX. (34 CFR 106.30, 106.71)

### **Reporting Allegations/Filing a Formal Complaint**

An employee who is the alleged victim of sexual harassment may submit a report of sexual harassment to the district's Title IX Coordinator using the contact information listed in Administrative Regulation 4119.11/4219.11/4319.11 - Sexual Harassment, or to any other available school employee, who shall forward the report to the Title IX Coordinator within one workday of receiving the report.

Upon receiving such a report, the Title IX Coordinator shall inform the complainant of the right to file a formal complaint and the process for filing a formal complaint. (34 CFR 106.44)

A formal complaint shall include the complainant's physical or digital signature, or another indication that the complainant is the person filing the complaint, and be filed with the Title IX Coordinator in person, by mail, by email, or by any other method authorized by the district. (34 CFR 106.30)

If the district has actual knowledge of sexual harassment or allegations of sexual harassment but the alleged victim does not file a formal complaint, the Title IX Coordinator may file a formal complaint and, in situations when an imminent safety threat exists, shall file a formal complaint. In such cases, the Title IX Coordinator shall provide the alleged victim notices as required by the Title IX regulations at specific points in the complaint process.

### **Supportive Measures**

Upon receipt of a report of Title IX sexual harassment, the Title IX Coordinator shall promptly contact the complainant to discuss the availability of supportive measures and shall consider the complainant's wishes with respect to the supportive measures implemented. Supportive measures shall be offered as appropriate, as reasonably available, and without charge to the complainant or the respondent before or after the filing of a formal complaint or even if no formal complaint has been filed. Such measures shall be nondisciplinary, nonpunitive, and designed to restore or preserve equal access to the district's education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the district's educational environment or to deter sexual harassment. Supportive measures may include, but are not limited to, counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact, changes in work or housing locations, leaves of absence, increased security, and monitoring of certain areas of the campus. (34 CFR 106.30, 106.44)

The district shall maintain as confidential any supportive measures provided to the complainant or respondent, to the extent that maintaining such confidentiality would not impair the district's ability to provide the supportive measures. (34 CFR 106.30)

### **Emergency Removal from School**

If a district employee is the respondent, the employee may be placed on administrative leave during the pendency of the formal complaint process. (34 CFR 106.44)

If a student is the respondent, the district may remove the student from the district's education program or activity, on an emergency basis, provided that the district conducts an individualized safety and risk analysis, determines that removal is justified due to an immediate threat to the physical health or safety of any student or other individual arising from the allegations, and provides the student with notice and an opportunity to challenge the decision immediately following the removal.

Any such removal may not constitute discipline for student record purposes or Board Policy 5144 - Discipline. Additionally, this authority to remove a student does not modify a student's rights under the Individuals with Disabilities Education Act or Section 504 of the Rehabilitation Act of 1973. (34 CFR 106.44)

### **Dismissal of Complaint**

The Title IX Coordinator shall dismiss a formal complaint if the alleged conduct would not constitute sexual harassment as defined in 34 CFR 106.30. Additionally, the Title IX Coordinator shall dismiss a formal complaint in which the alleged conduct did not occur in the district's education program or activity or did not occur against a person in the United States. In addition, the Title IX Coordinator may dismiss a formal complaint if the complainant notifies the district in writing that the complainant would like to withdraw the complaint or any allegations in the complaint, the respondent is no longer enrolled or employed by the district, or sufficient circumstances prevent the district from gathering evidence sufficient to reach a determination with regard to the complaint. (34 CFR 106.45)

Upon dismissal, the Title IX Coordinator shall promptly send written notice of the dismissal and the reasons for the dismissal simultaneously to the parties, and shall inform them of their right to appeal the dismissal in accordance with the appeal procedures described in the section "Appeals," below. (34 CFR 106.45)

If a complaint is dismissed, the conduct may still be addressed pursuant to Administrative Regulation 4030 - Nondiscrimination in Employment, as applicable.

### **Informal Resolution Process**

When a formal complaint of sexual harassment is filed the district may offer an informal resolution process, such as mediation, at any time prior to reaching a determination regarding responsibility. (34 CFR 106.45)

The district shall not require a party to participate in the informal resolution process or to waive the right to an investigation and adjudication of a formal complaint, including that the district shall not require such waiver as a condition of enrollment or employment or continuing employment. (34 CFR 106.45)

As a part of an informal resolution, the parties may agree upon discipline such as suspension or expulsion without the need for an investigation.

The district may facilitate an informal resolution process provided that the district: (34 CFR 106.45)



1. Provides the parties with written notice disclosing the allegations; the requirements of the informal resolution process, including the circumstances under which it precludes the parties from resuming a formal complaint arising from the same allegations; the right to withdraw from the informal process and resume the formal complaint process at any time prior to agreeing to a resolution; and any consequences resulting from the informal resolution process, including that records will be maintained or could be shared
2. Obtains the parties' voluntary, written consent to the informal resolution process
3. Does not offer or facilitate an informal resolution process to resolve allegations that an employee sexually harassed a student

### **Written Notice**

If a formal complaint is filed, the Title IX Coordinator shall provide the known parties with written notice of the following: (34 CFR 106.45)

1. The district's complaint process, including any informal resolution process
2. The allegations potentially constituting sexual harassment with sufficient details known at the time, including the identity of parties involved in the incident, if known, the conduct allegedly constituting sexual harassment, and the date and location of the alleged incident  
  
Such notice shall be provided with sufficient time for the parties to prepare a response before any initial interview. If, during the course of the investigation, new Title IX allegations arise about the complainant or respondent that are not included in the initial notice, the Title IX Coordinator shall provide notice of the additional allegations to the parties.
3. A statement that the respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the complaint process
4. The opportunity for the parties to have an advisor of their choice who may be, but is not required to be, an attorney, and the ability to inspect and review evidence
5. The prohibition against knowingly making false statements or knowingly submitting false information during the complaint process

The above notice may also include the name of the investigator, facilitator of an informal process, and decisionmaker and inform the parties that, if at any time a party has concerns regarding conflict of interest or bias regarding any of these persons, the party should immediately notify the Title IX Coordinator.

### **Consolidation of Complaints**

When the allegations of sexual harassment arise out of the same facts or circumstances, the district may consolidate formal complaints alleging sexual harassment against more than one respondent; by more than one complainant against one or more respondents; or by one party against another party. (34 CFR 106.45)

### **Investigation Procedures**

During the investigation process, the district's designated investigator shall: (34 CFR 106.45)

1. Provide an equal opportunity for the parties to present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence
2. Not restrict the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence
3. Provide the parties with the same opportunities to have others present during any grievance proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice, who may be, but is not required to be, an attorney
4. Not limit the choice or presence of an advisor for either the complainant or respondent in any meeting or grievance proceeding, although the district may establish restrictions regarding the extent to which the advisor may participate in the proceedings as long as the restrictions apply equally to both parties
5. Provide, to a party whose participation is invited or expected, written notice of the date, time, location, participants, and purpose of all investigative interviews or other meetings, with sufficient time for the party to prepare to participate
6. Provide both parties an equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in a formal complaint including evidence that the district does not intend to rely on in reaching a determination regarding responsibility and inculpatory and exculpatory evidence whether obtained from a party or other source so that each party can meaningfully respond to the evidence prior to conclusion of the investigation
7. Send in an electronic format or hard copy to both parties and their advisors, if any, the evidence obtained as part of the investigation that is directly related to the allegations raised in the complaint, and provide the parties at least 10 days to submit a written response for the investigator to consider prior to the completion of the investigative report
8. Create an investigative report that fairly summarizes relevant evidence and, at least 10 days prior to the determination of responsibility, send to the parties and their advisors, if any, the investigative report in an electronic format or a hard copy, for their review and written response

Questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence are offered to prove that someone other than the respondent committed the conduct alleged by the complainant or if the questions and evidence concern specific incidents of the complainant's prior sexual behavior with respect to the respondent and are offered to prove consent.

Privacy rights of all parties to the complaint shall be maintained in accordance with applicable state and federal laws.

If the complaint is against an employee, rights conferred under an applicable collective bargaining agreement shall be applied to the extent they do not conflict with the Title IX requirements.

### **Written Decision**

The Superintendent shall designate an employee as the decisionmaker to determine responsibility for the alleged conduct, who shall not be the Title IX Coordinator or a person involved in the investigation. (34 CFR 106.45)

After the investigative report has been sent to the parties but before reaching a determination regarding responsibility, the decisionmaker shall afford each party the opportunity to submit written, relevant questions that the party wants asked of any party or witness, provide each party with the answers, and allow for additional, limited follow-up questions from each party.

The decisionmaker shall issue, and simultaneously provide to both parties, a written decision as to the scope of the respondent's responsibility for the alleged conduct, if any. (34 CFR 106.45)

The written decision shall be issued within 60 calendar days of the receipt of the complaint.

The district may extend the timeline for good cause with written notice to the complainant and respondent of the extension and the reasons for the action. (34 CFR 106.45)

In making this determination, the decisionmaker shall use the "preponderance of the evidence" standard for all formal complaints of sexual harassment. The same standard of evidence shall be used for formal complaints against students as for complaints against employees. (34 CFR 106.45)

The written decision shall include the following: (34 CFR 106.45)

1. Identification of the allegations potentially constituting sexual harassment as defined in 34 CFR 106.30
2. A description of the procedural steps taken from receipt of the formal complaint through the written decision, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held if the district includes hearings as part of the grievance process
3. Findings of fact supporting the determination
4. Conclusions regarding the application of the district's code of conduct or policies to the facts
5. A statement of, and rationale for, the result as to each allegation, including a decision regarding responsibility, any disciplinary sanctions the district imposes on the respondent, and whether remedies designed to restore or preserve equal access to the district's educational program or activity will be provided by the district to the complainant
6. The district's procedures and permissible bases for the complainant and respondent to appeal

### **Appeals**

Either party may appeal the written decision or dismissal of a formal complaint or any allegation in the complaint, if the party believes that a procedural irregularity affected the outcome, new evidence is available that was not reasonably available at the time the determination regarding responsibility or dismissal was made that could affect the outcome, or a conflict of interest or bias by the Title IX Coordinator, investigator(s), or decisionmaker(s) affected the outcome.

If an appeal is filed, the district shall: (34 CFR 106.45)

1. Notify the other party in writing when an appeal is filed and implement appeal procedures equally for both parties
2. Ensure that the decisionmaker(s) for the appeal is trained in accordance with 34 CFR 106.45 and is not the same decisionmaker(s) who reached the determination regarding responsibility or dismissal, the investigator(s), or the Title IX Coordinator
3. Give both parties a reasonable, equal opportunity to submit a written statement in support of, or challenging, the outcome
4. Issue a written decision describing the result of the appeal and the rationale for the result
5. Provide the written decision simultaneously to both parties

An appeal shall be filed in writing within 10 calendar days of receiving the notice of the decision or dismissal, stating the grounds for the appeal and including any relevant documentation in support of the appeal. Appeals submitted after this deadline are not timely and shall not be considered.

A written decision shall be provided to the parties within 20 calendar days from the receipt of the appeal.

Either party has the right to file a complaint with the U.S. Department of Education's Office for Civil Rights within 180 days of the date of the most recently alleged misconduct.

The complainant shall be advised of any civil law remedies, including, but not limited to, injunctions, restraining orders, or other remedies or orders that may be available under state or federal antidiscrimination laws, if applicable.

### **Remedies**

When a determination of responsibility for sexual harassment has been made against the respondent, the district shall provide remedies to the complainant as appropriate. Such remedies may include the same individualized services described above in the section "Supportive Measures," but need not be nondisciplinary or nonpunitive and need not avoid burdening the respondent. (34 CFR 106.45)

### **Disciplinary Actions**

The district may impose disciplinary sanctions or other actions after the complaint procedure has been completed and a determination of responsibility has been made. (34 CFR 106.44, 106.45)

When an employee is found to have committed sexual harassment or retaliation, the district shall take appropriate disciplinary action, up to and including dismissal, in accordance with applicable law and collective bargaining agreement.

### **Record-Keeping**

The Superintendent or designee shall maintain, for a period of seven years: (34 CFR 106.45)

1. A record of all reported cases and Title IX investigations of sexual harassment, any determinations of responsibility, any audio or audiovisual recording and transcript if applicable, any disciplinary sanctions imposed, any remedies provided to the complainant, and any appeal or informal resolution and the results therefrom
2. A record of any actions, including supportive measures, taken in response to a report or formal complaint of sexual harassment, including the district's basis for its conclusion that its response was not deliberately indifferent, the measures taken that were designed to restore or preserve equal access to the education program or activity, and, if no supportive measures were provided to the complainant, the reasons that such a response was not unreasonable in light of the known circumstances
3. All materials used to train the Title IX Coordinator, investigator(s), decisionmaker(s), and any person who facilitates an informal resolution process

The district shall make such training materials publicly available on its website, or if the district does not maintain a website, available upon request by members of the public.

For complaints containing allegations of childhood sexual assault, the Superintendent or designee shall also indefinitely maintain the following: (Code of Civil Procedure 340.1)

1. A record of the allegation(s)
2. A record of the investigation procedures followed
3. A record of the written determination
4. A record of the corrective action implemented, if any
5. A record of any appeals and the outcome of the same
6. All training materials addressing the prohibition and investigation of childhood sexual assault

Additionally, the Superintendent or designee shall indefinitely maintain a record of insurance which evidences the district's coverage for acts of sexual assault.

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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**

5 CCR 4600-4670

5 CCR 4900-4965

Civ. Code 1714.1

Civ. Code 51.9

Ed. Code 200-262.4

Ed. Code 48900

Ed. Code 48900.2

Ed. Code 48985

Gov. Code 12950.1

**Federal**

20 USC 1092

20 USC 1221

20 USC 1232g

20 USC 1681-1688

**Federal**

34 CFR 106.1-106.82

34 CFR 99.1-99.67

34 USC 12291

42 USC 1983

42 USC 2000d-2000d-7

42 USC 2000e-2000e-17

**Management Resources**

Court Decision

Court Decision

Court Decision

Court Decision

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Court Decision

Court Decision

Court Decision

Federal Register

U.S. DOE, Office for Civil Rights Publication

U.S. DOJ, FBI Publication

Website

Website

Website

Website

Website

**Cross References**

0410

1312.3

1312.3

**Description**

Uniform complaint procedures

Nondiscrimination in elementary and secondary educational programs receiving state or federal financial assistance

Liability of parent/guardian for act of willful misconduct by a minor

Liability for sexual harassment; business, service and professional relationships

Prohibition of discrimination

Grounds for suspension or expulsion

Additional grounds for suspension or expulsion; sexual harassment

Notices to parents in language other than English

Sexual harassment training

**Description**

Definition of sexual assault

Application of laws

Family Educational Rights and Privacy Act (FERPA) of 1974

Title IX of the Education Amendments of 1972; discrimination based on sex

**Description**

Nondiscrimination on the basis of sex in education programs or activities

Family Educational Rights and Privacy

Definition of dating violence, domestic violence, and stalking

Civil action for deprivation of rights

Title VI, Civil Rights Act of 1964

Title VII, Civil Rights Act of 1964, as amended

**Description**

Tennessee v. Cardona (2024) 737 F.Supp.3d 510

Reese v. Jefferson School District (2001, 9th Cir.) 208 F.3d 736

Davis v. Monroe County Board of Education (1999) 526 U.S. 629

Gebser v. Lago Vista Independent School District (1998) 524 U.S. 274

Oona by Kate S. v. McCaffrey (1998, 9th Cir.) 143 F.3d 473

Doe v. Petaluma City School District (1995, 9th Cir.) 54 F.3d 1447

Donovan v. Poway Unified School District (2008) 167 Cal.App.4th 567

Flores v. Morgan Hill Unified School District (2003, 9th Cir.) 324 F.3d 1130

Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance, May 19, 2020, Vol. 85, No. 97, pages 30026-30579

Dear Colleague Letter: Enforcement of Title IX under the provisions of the 2020 Title IX Rule, February 4, 2025

National Incident-Based Reporting System

U.S. Department of Justice, Federal Bureau of Investigation

CSBA District and County Office of Education Legal Services

CSBA

California Department of Education

U.S. Department of Education, Office for Civil Rights

**Description**

Nondiscrimination In District Programs And Activities

Uniform Complaint Procedures

Uniform Complaint Procedures

1312.3-E(1)	<u>Uniform Complaint Procedures</u>
1312.3-E(2)	<u>Uniform Complaint Procedures</u>
1313	<u>Civility</u>
3580	<u>District Records</u>
3580	<u>District Records</u>
3600	<u>Consultants</u>
4030	<u>Nondiscrimination In Employment</u>
4030	<u>Nondiscrimination In Employment</u>
4033	<u>Lactation Accommodation</u>
4117.7	<u>Employment Status Reports</u>

#### **Cross References**

#### **Description**

4118	<u>Dismissal/Suspension/Disciplinary Action</u>
4118	<u>Dismissal/Suspension/Disciplinary Action</u>
4119.11	<u>Sexual Harassment</u>
4119.11	<u>Sexual Harassment</u>
4131	<u>Staff Development</u>
4218	<u>Dismissal/Suspension/Disciplinary Action</u>
4218	<u>Dismissal/Suspension/Disciplinary Action</u>
4219.11	<u>Sexual Harassment</u>
4219.11	<u>Sexual Harassment</u>
4317.7	<u>Employment Status Reports</u>
4319.11	<u>Sexual Harassment</u>
4319.11	<u>Sexual Harassment</u>
5145.7	<u>Sexual Harassment</u>
5145.7	<u>Sexual Harassment</u>
5145.71	<u>Title IX Sexual Harassment Complaint Procedures</u>
5145.71-E(1)	<u>Title IX Sexual Harassment Complaint Procedures</u>

## LOS MOLINOS UNIFIED SCHOOL DISTRICT

### 4119.12-E(1): Title IX Sexual Harassment Complaint Procedures

#### NOTICE OF TITLE IX SEXUAL HARASSMENT POLICY

The district shall not discriminate on the basis of sex in any education program or activity that it operates. The prohibition against discrimination on the basis of sex is required by federal law (20 USC 1681-1688; 34 CFR Part 106) and extends to admission and employment. The district also prohibits retaliation against any employee for filing a complaint or exercising any right granted under Title IX.

The district shall take prompt and equitable action to address any potential Title IX violations that are brought to its attention. Any inquiries about the application of Title IX, this notice, and who is protected by Title IX may be referred to the district's Title IX Coordinator, to the Assistant Secretary for Civil Rights of the U.S. Department of Education, or both.

Any individual may report sex discrimination, including sexual harassment, to the Title IX Coordinator or any other school employee at any time, including during non-business hours, by mail, phone, or email. During district business hours, reports may also be made in person. Upon receiving an allegation of sexual harassment, the Title IX Coordinator shall promptly notify the parties, in writing, of the applicable district complaint procedure. To view an electronic copy of the district's policies and administrative regulations on sexual harassment, including the grievance process that complies with 34 CFR 106.45, please see Board Policy/Administrative Regulation 4119.11/4219.11/4319.11 - Sexual Harassment, and Administrative Regulation 4119.12/4219.12/4319.12 - Title IX Sexual Harassment Complaint Procedures, on the district's website at [lmusd.net](http://lmusd.net).

To inspect or obtain a copy of the district's sexual harassment policies and administrative regulations, please contact: Stan Mojsich at [smojsich@lmusd.net](mailto:smojsich@lmusd.net) or 530-384-7826.

Materials used to train the Title IX Coordinator, investigator(s), decisionmaker(s), and any person(s) who facilitates an informal resolution process, are also publicly available on the district's website or at the district office upon request.

**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 4600-4670 Uniform complaint procedures 5 CCR 4900-4965

Nondiscrimination in elementary and secondary educational programs receiving state or federal financial assistance Civ. Code 1714.1 Liability of parent/guardian for act of willful misconduct by a minor Civ. Code 51.9 Liability for sexual harassment; business, service and professional relationships Ed. Code 200-262.4 Prohibition of discrimination Ed. Code 48900 Grounds for suspension or expulsion Ed. Code 48900.2 Additional grounds for suspension or expulsion; sexual harassment Ed. Code 48985 Notices to parents in language other than English Gov. Code 12950.1 Sexual harassment training

**Federal/Description** 20 USC 1092 Definition of sexual assault 20 USC 1221 Application of laws 20 USC 1232g Family Educational Rights and Privacy Act (FERPA) of 1974 20 USC 1681-1688 Title IX of the Education Amendments of 1972; discrimination based on sex 34 CFR 106.1-106.82

Nondiscrimination on the basis of sex in education programs or activities 34 CFR 99.1-99.67 Family Educational Rights and Privacy 34 USC 12291 Definition of dating violence, domestic violence, and

stalking 42 USC 1983 Civil action for deprivation of rights 42 USC 2000d-2000d-7 Title VI, Civil Rights Act of 1964 42 USC 2000e-2000e-17 Title VII, Civil Rights Act of 1964, as amended **Management Resources/Description** Court Decision Tennessee v. Cardona (2024) 737 F.Supp.3d 510 Court Decision Reese v. Jefferson School District (2001, 9th Cir.) 208 F.3d 736 Court Decision Davis v. Monroe County Board of Education (1999) 526 U.S. 629 Court Decision Gebser v. Lago Vista Independent School District (1998) 524 U.S. 274 Court Decision Oona by Kate S. v. McCaffrey (1998, 9th Cir.) 143 F.3d 473 Court Decision Doe v. Petaluma City School District (1995, 9th Cir.) 54 F.3d 1447 Court Decision Donovan v. Poway Unified School District (2008) 167 Cal.App.4th 567 Court Decision Flores v. Morgan Hill Unified School District (2003, 9th Cir.) 324 F.3d 1130 Federal Register Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance, May 19, 2020, Vol. 85, No. 97, pages 30026-30579 U.S. DOE, Office for Civil Rights Publication Dear Colleague Letter: Enforcement of Title IX under the provisions of the 2020 Title IX Rule, February 4, 2025 U.S. DOJ, FBI Publication National Incident-Based Reporting System Website U.S. Department of Justice, Federal Bureau of Investigation Website CSBA District and County Office of Education Legal Services Website CSBA Website California Department of Education Website U.S. Department of Education, Office for Civil Rights **Cross References/Description** 0410 Nondiscrimination In District Programs And Activities 1312.3 Uniform Complaint Procedures 1312.3 Uniform Complaint Procedures 1312.3-E(1) Uniform Complaint Procedures 1312.3-E(2) Uniform Complaint Procedures 1313 Civility 3580 District Records 3580 District Records 3600 Consultants 4030 Nondiscrimination In Employment 4030 Nondiscrimination In Employment 4033 Lactation Accommodation 4117.7 Employment Status Reports 4118 Dismissal/Suspension/Disciplinary Action 4119.11 Sexual Harassment 4119.11 Sexual Harassment 4131 Staff Development 4218 Dismissal/Suspension/Disciplinary Action 4218 Dismissal/Suspension/Disciplinary Action 4219.11 Sexual Harassment **Cross References/Description** 4219.11 Sexual Harassment 4317.7 Employment Status Reports 4319.11 Sexual Harassment 4319.11 Sexual Harassment 5145.7 Sexual Harassment 5145.7 Sexual Harassment 5145.71 Title IX Sexual Harassment Complaint Procedures 5145.71-E(1) Title IX Sexual Harassment Complaint Procedures

## **LOS MOLINOS UNIFIED SCHOOL DISTRICT**

### **BP 4219.11: Sexual Harassment**

The district does not discriminate on the basis of sex in any of its programs or activities and complies with Title IX of the Education Amendments of 1972 and its implementing regulations.

The Governing Board is committed to providing a safe work environment that is free of discrimination, harassment, and intimidation, including sexual harassment. The Board prohibits sexual harassment, as defined in the accompanying administrative regulation, in district programs and activities by and against district employees. For purposes of this policy and accompanying administrative regulation, employees include interns, volunteers, contractors, job applicants, and other persons with an employment relationship with the district.

Additionally, the Board prohibits retaliatory behavior or action against any person who complains or testifies about conduct that reasonably may constitute sexual harassment, reports such conduct, or otherwise participates or refuses to participate in the complaint process established for the purpose of this policy. (Education Code 220.1; 34 CFR 106.71)

The Superintendent or designee shall take all actions necessary to ensure the prevention, investigation, and correction of sexual harassment, including but not limited to: (Education Code 231.5; Government Code 12950.1; 2 CCR 11023; 34 CFR 106.8, 106.45)

1. Providing training to employees in accordance with law and administrative regulation
2. Publicizing and disseminating the district's sexual harassment policy to employees and others to whom the policy may apply
3. Publicize as specified in Exhibit (1) 4119.12/4219.12/4319.12 - Title IX Sexual Harassment Complaint Procedures, the required notifications related to Title IX to employees, applicants for employment, and bargaining units
4. Ensuring prompt, thorough, fair, and equitable investigation of complaints through the appropriate state and/or federal procedures
5. Taking timely and appropriate corrective/remedial action(s)

The Superintendent or designee may periodically evaluate the effectiveness of the district's strategies to prevent and address harassment. Such evaluation may involve conducting regular anonymous employee surveys to assess whether harassment is occurring or is perceived to be tolerated, partnering with researchers or other agencies with the needed expertise to evaluate the district's prevention strategies, and using any other effective tool for receiving feedback on systems and/or processes. As necessary, changes shall be made to harassment policy(ies), complaint procedures, or training, as appropriate and in accordance with law.

### **Reports and Complaints**

Any district employee who has experienced sexual harassment in the district's education program or activity may file a complaint with the district's Title IX Coordinator. (34 CFR 106.8)

Any employee with knowledge of conduct that reasonably may constitute sexual harassment by or against



another district employee, a student, or a third party in a district education program or activity shall notify the Title IX Coordinator within one workday.

Once notified, the Title IX Coordinator shall ensure that the complaint alleging sexual harassment is addressed through Administrative Regulation 4119.12/4219.12/4319.12 - Title IX Sexual Harassment Complaint Procedures or Administrative Regulation 4030 - Nondiscrimination in Employment, as applicable. Additionally, the Title IX Coordinator shall ensure that any implementation of Administrative Regulation 4119.12/4219.12/4319.12 - Title IX Sexual Harassment Complaint Procedures, concurrently meets the requirements of Administrative Regulation 4030 - Nondiscrimination in Employment.

Before or after the filing of a formal complaint or where no formal complaint has been filed, the Title IX Coordinator shall offer and coordinate supportive measures to be provided to the complainant and the respondent, as deemed appropriate under the circumstances. (34 CFR 106.30, 106.44)

Upon investigation of a sexual harassment complaint, any district employee found to have engaged or participated in sexual harassment or to have aided, abetted, incited, compelled, or coerced another to commit sexual harassment in violation of this policy shall be subject to disciplinary action, up to and including dismissal, in accordance with law and the applicable collective bargaining agreement.

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**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.

<b>State</b>	<b>Description</b>
2 CCR 11006-11086	Discrimination in employment
2 CCR 11009	<a href="#">Employment discrimination</a>
2 CCR 11021	<a href="#">Discrimination in employment - retaliation</a>
2 CCR 11023	<a href="#">Harassment and discrimination prevention and correction</a>
2 CCR 11024	<a href="#">Required training and education on harassment based on sex, gender identity and expression, and sexual orientation</a>
2 CCR 11034	<a href="#">Terms, conditions, and privileges of employment</a>
5 CCR 4900-4965	Nondiscrimination in elementary and secondary educational programs receiving state or federal financial assistance
Ed. Code 200-262.4	<a href="#">Prohibition of discrimination</a>
Ed. Code 220.1	Prohibition of retaliation related to educational equity
Ed. Code 220.3	No requirement to disclose information related to student's sexual orientation, gender identity, or gender expression
Ed. Code 220.5	Prohibition of policies requiring disclosure of information related to student's sexual orientation, gender identity, or gender expression
Gov. Code 11135	<a href="#">Prohibition of discrimination</a>

Gov. Code 12900-12996	<a href="#">Fair Employment and Housing Act</a>
Gov. Code 12940	<a href="#">Unlawful discriminatory employment practices</a>
Gov. Code 12950	<a href="#">Sexual harassment</a>
Gov. Code 12950.1	<a href="#">Sexual harassment training</a>
Lab. Code 1101	<a href="#">Political activities of employees</a>
Lab. Code 1102.1	Discrimination: sexual orientation
Lab. Code 1197.5	<a href="#">Wages, hours, and working conditions</a>
<b>Federal</b>	<b>Description</b>
20 USC 1681-1688	Title IX of the Education Amendments of 1972; discrimination based on sex
29 CFR 1636	<a href="#">Implementation of the Pregnant Workers Fairness Act</a>
34 CFR 106.1-106.82	<a href="#">Nondiscrimination on the basis of sex in education programs or activities</a>
42 USC 2000e-2000e-17	Title VII, Civil Rights Act of 1964, as amended
42 USC 2000gg-2000gg-6	<a href="#">Pregnant Workers Fairness Act</a>
<b>Management Resources</b>	<b>Description</b>
Court Decision	Tennessee v. Cardona (2024) 737 F.Supp.3d 510
Court Decision	Olmstead v. L.C. ex rel. Zimring (1999) 527 U.S. 581
Court Decision	John T. D. v. River Delta Joint Unified School District (2021) WL 5176356
Court Decision	<a href="#">Burlington Industries v. Ellreth (1998) 118 S.Ct. 2257</a>
Court Decision	<a href="#">Department of Health Services v. Superior Court of California (2003) 31 Cal.4th 1026</a>
Court Decision	<a href="#">Faragher v. City of Boca Raton (1998) 118 S.Ct. 2275</a>
Court Decision	<a href="#">Gebser v. Lago Vista Independent School District (1998) 118 S.Ct. 1989</a>
Court Decision	<a href="#">Meritor Savings Bank, FSB v. Vinson et al. (1986) 447 U.S. 57</a>
Court Decision	<a href="#">Oncale v. Sundowner Offshore Serv. Inc. (1998) 118 S.Ct. 998</a>
Federal Register	<a href="#">Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance, May 19, 2020, Vol. 85, No. 97, pages 30026-30579</a>
U.S. DOE, Office for Civil Rights Publication	<a href="#">Dear Colleague Letter: Enforcement of Title IX under the provisions of the 2020 Title IX Rule, February 4, 2025</a>
Website	<a href="#">CSBA District and County Office of Education Legal Services</a>
Website	<a href="#">California Department of Education</a>

Website	<a href="#">California Civil Rights Department</a>
Website	<a href="#">U.S. Department of Education, Office for Civil Rights</a>
Website	<a href="#">U.S. Equal Employment Opportunity Commission</a>

## Cross References

Code	Description
0410	<a href="#">Nondiscrimination In District Programs And Activities</a>
0450	<a href="#">Comprehensive Safety Plan</a>
0450	<a href="#">Comprehensive Safety Plan</a>
1312.3	<a href="#">Uniform Complaint Procedures</a>
1312.3	<a href="#">Uniform Complaint Procedures</a>
1312.3-E(1)	<a href="#">Uniform Complaint Procedures</a>
1312.3-E(2)	<a href="#">Uniform Complaint Procedures</a>
1313	<a href="#">Civility</a>
3530	<a href="#">Risk Management/Insurance</a>
3530	<a href="#">Risk Management/Insurance</a>
3600	<a href="#">Consultants</a>
4030	<a href="#">Nondiscrimination In Employment</a>
4030	<a href="#">Nondiscrimination In Employment</a>
4033	<a href="#">Lactation Accommodation</a>
4040	<a href="#">Employee Use Of Technology</a>
4040-E(1)	<a href="#">Employee Use Of Technology</a>
4112.9	<a href="#">Employee Notifications</a>
4112.9-E(1)	<a href="#">Employee Notifications</a>
4117.7	<a href="#">Employment Status Reports</a>
4118	<a href="#">Dismissal/Suspension/Disciplinary Action</a>
4118	<a href="#">Dismissal/Suspension/Disciplinary Action</a>
4119.12	<a href="#">Title IX Sexual Harassment Complaint Procedures</a>
4119.12-E(1)	<a href="#">Title IX Sexual Harassment Complaint Procedures</a>
4119.21	<a href="#">Professional Standards</a>
4119.21-E(1)	<a href="#">Professional Standards</a>
4119.22	<a href="#">Dress And Grooming</a>

4131	<a href="#"><u>Staff Development</u></a>
4144	<a href="#"><u>Complaints</u></a>
4144	<a href="#"><u>Complaints</u></a>
4212.9	<a href="#"><u>Employee Notifications</u></a>
4212.9-E(1)	<a href="#"><u>Employee Notifications</u></a>
4218.1	<a href="#"><u>Dismissal/Suspension/Disciplinary Action (Merit System)</u></a>
4219.12	<a href="#"><u>Title IX Sexual Harassment Complaint Procedures</u></a>
4219.12-E(1)	<a href="#"><u>Title IX Sexual Harassment Complaint Procedures</u></a>
4219.21	<a href="#"><u>Professional Standards</u></a>
4219.21-E(1)	<a href="#"><u>Professional Standards</u></a>
4219.22	<a href="#"><u>Dress And Grooming</u></a>
4231	<a href="#"><u>Staff Development</u></a>
4244	<a href="#"><u>Complaints</u></a>
4244	<a href="#"><u>Complaints</u></a>
4300	<a href="#"><u>Administrative And Supervisory Personnel</u></a>
4300	<a href="#"><u>Administrative And Supervisory Personnel</u></a>
4312.9	<a href="#"><u>Employee Notifications</u></a>
4312.9-E(1)	<a href="#"><u>Employee Notifications</u></a>
4317.7	<a href="#"><u>Employment Status Reports</u></a>
4319.12	<a href="#"><u>Title IX Sexual Harassment Complaint Procedures</u></a>
4319.12-E(1)	<a href="#"><u>Title IX Sexual Harassment Complaint Procedures</u></a>
4319.21	<a href="#"><u>Professional Standards</u></a>
4319.21-E(1)	<a href="#"><u>Professional Standards</u></a>
4319.22	<a href="#"><u>Dress And Grooming</u></a>
4344	<a href="#"><u>Complaints</u></a>
4344	<a href="#"><u>Complaints</u></a>
5145.3	<a href="#"><u>Nondiscrimination/Harassment</u></a>
5145.3	<a href="#"><u>Nondiscrimination/Harassment</u></a>
5145.7	<a href="#"><u>Sexual Harassment</u></a>
5145.7	<a href="#"><u>Sexual Harassment</u></a>
5145.71	<a href="#"><u>Title IX Sexual Harassment Complaint Procedures</u></a>
5145.71-E(1)	<a href="#"><u>Title IX Sexual Harassment Complaint Procedures</u></a>

## LOS MOLINOS UNIFIED SCHOOL DISTRICT

### AR 4219.11: Sexual Harassment

#### Definitions

*Sexual harassment* is a form of sex discrimination and means sexual harassment and other harassment on the basis of one, or a combination of two or more protected characteristics, which include, but may not be limited to, sex; gender; gender identity; gender expression; sexual orientation; sex stereotypes; pregnancy, false pregnancy, childbirth, or related conditions or recovery; reproductive health decision-making; breastfeeding or related medical conditions; and parental, marital, and family status. (Government Code 11135, 12920, 12926, 12940; 20 USC 1681-1688)

*Sexual harassment* includes, but is not limited to, unwelcome sexual advances, unwanted requests for sexual favors, or other unwanted verbal, visual, or physical conduct of a sexual nature, regardless of whether the conduct is motivated by sexual desire. Conduct is considered to be sexual harassment when made against another person of the same or opposite sex in the work or educational setting under any of the following conditions: (Education Code 212.5; Government Code 12940; 2 CCR 11034)

1. Submission to the conduct is made explicitly or implicitly a term or condition of the individual's employment
2. Submission to or rejection of the conduct is used as the basis for an employment decision affecting the individual
3. The conduct has the purpose or effect of having a negative impact upon the individual's work performance or of creating an intimidating, hostile, or offensive work environment
4. Submission to or rejection of the conduct is used as the basis for any decision affecting the individual regarding benefits, services, honors, programs, or activities available at or through the district

For purposes of applying the complaint procedures specified in Title IX, sexual harassment is defined as any of the following forms of conduct that occurs in an education program or activity in which a district school exercises substantial control over the context and respondent: (34 CFR 106.30, 106.44)

1. A district employee conditioning the provision of a district aid, benefit, or service on the person's participation in unwelcome sexual conduct
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the district's

education program or activity

3. Sexual assault, dating violence, domestic violence, or stalking as defined in 20 USC 1092 or 34 USC 12291

### **Title IX Coordinator/Compliance Officer**

The district designates the following individual as the responsible employee to coordinate its efforts to comply with Title IX in accordance with Administrative Regulation 4119.12/4219.12/4319.12 - Title IX Sexual Harassment Complaint Procedures, and oversee the district's response to sexual harassment complaints processed under Administrative Regulation 4030 - Nondiscrimination in Employment. The Title IX Coordinator(s) may be contacted at:

Superintendent

(title or position)

7851 Hwy 99E Los Molinos CA 96055

(address)

530-384-7826

(telephone number)

smojsich@lmusd.net

(email)

### **Training**

The Superintendent or designee shall ensure that employees receive training regarding sexual harassment in accordance with state and federal law.

Every two years, the Superintendent or designee shall ensure that supervisory employees receive at least two hours, and nonsupervisory employees receive at least one hour, of classroom or other effective interactive training and education regarding sexual harassment as specified in Government Code 12950.1. All newly hired employees and employees promoted to a supervisory position shall receive training within six months of their assumption of the new position. (Government Code 12950.1)

A supervisory employee is any employee having the authority, in the interest of the district, to hire, transfer, suspend, lay off, promote, discharge, assign, reward, or discipline other employees, or the responsibility to direct them, adjust their grievances, or effectively recommend such action, when the exercise of the authority is not of a merely routine or clerical nature, but requires the use of independent judgment. (Government Code 12926)

Such training may be completed by employees individually or as part of a group presentation, may be completed in shorter segments as long as the applicable hourly requirement is met, and may be provided in conjunction with other training provided to the employees. The training shall be presented by trainers or educators with knowledge and expertise in the prevention of harassment,

discrimination, and retaliation. (Government Code 12950.1)

The district's sexual harassment training and education program shall include, but is not limited to, the following: (Government Code 12950.1; 2 CCR 11024)

1. Information and practical guidance regarding federal and state laws concerning the prohibition, prevention, and correction of sexual harassment
2. The types of conduct that constitute sexual harassment
3. Remedies available for victims in civil actions, and potential employer/individual exposure/liability
4. Strategies to prevent harassment in the workplace
5. Supervisors' obligation to report sexual harassment, discrimination, and retaliation of which they become aware
6. Practical examples which illustrate sexual harassment, discrimination, and retaliation using training modalities such as role plays, case studies, and group discussions, based on factual scenarios taken from case law, news and media accounts, and hypotheticals based on workplace situations and other sources
7. The limited confidentiality of the complaint process
8. Resources for victims of unlawful harassment, such as to whom they should report any alleged harassment
9. Steps necessary to take appropriate remedial measures to correct harassing behavior, which includes the district's obligation to conduct an effective workplace investigation of a harassment complaint
10. What to do if the supervisor is personally accused of harassment
11. The essential elements of the district's anti-harassment policy, and how to use the policy if a harassment complaint is filed

Employees shall receive a copy of the district's sexual harassment policy and administrative regulations, which they shall read and acknowledge that they have received.

12. Information, including practical examples, of harassment based on sex, gender identity, gender expression, and sexual orientation
13. Prevention of abusive conduct, including a review of the definition and elements of abusive conduct pursuant to Government Code 12950.1, the negative effects that abusive conduct has on the victim and others in the workplace, the detrimental consequences of this

conduct on employee productivity and morale, and that a single act does not constitute abusive conduct unless the act is severe or egregious

The Superintendent or designee shall retain for at least two years the records of any training provided to employees. Such records shall include, but are not limited to, the names of trained employees, date of the training, the sign in sheet, a copy of all certificates of attendance or completion issued, the type of training, a copy of all written or recorded materials that comprise the training, and name of the training provider. (2 CCR 11024)

Additionally, the Superintendent or designee shall ensure that Title IX Coordinators, investigators, decision-makers, and any person who facilitates an informal resolution process, receive training in accordance with 34 CFR 106.45, including the definition of sexual harassment specified in 34 CFR 106.30, the scope of the district's education program or activity, how to conduct an investigation and grievance process including hearings, appeals, and informal resolution processes, as applicable, and how to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias.

In addition, the district's Title IX sexual harassment training shall include additional training for investigators and decisionmakers. (34 CFR 106.45)

The Superintendent or designee shall retain for seven years the materials used to provide training as specified in 34 CFR 106.45, make these materials publicly available on its website, or, if the district does not maintain a website make these materials available upon request, to members of the public.

### **Notifications**

The Superintendent or designee shall notify employees that the district does not discriminate on the basis of sex as required by Title IX, that the Title IX nondiscrimination requirement extends to employment, and that inquiries about the application of Title IX to the district may be referred to the district's Title IX Coordinator and/or to the Assistant Secretary for Civil Rights, U.S. Department of Education. (34 CFR 106.8)

The district shall notify employees, bargaining units, and applicants for employment of the name or title, office address, email address, and telephone number of the district's Title IX Coordinator. (34 CFR 106.8)

The Superintendent or designee shall ensure that a copy of the accompanying Board policy and this administrative regulation:

1. Be displayed in a prominent location in the main administrative building, district office, or other area of the school where notices of district rules, regulations, procedures, and standards of conduct are posted (Education Code 231.5)



2. Be provided to every district employee at the beginning of the first quarter or semester of the school year or whenever a new employee is hired (Education Code 231.5)
3. Appear in any school or district publication that sets forth the school's or district's comprehensive rules, regulations, procedures, and standards of conduct (Education Code 231.5)
4. Be posted, along with the name or title and contact information of the Title IX Coordinator, in a prominent location on the district's website (34 CFR 106.8)
5. Be included, along with the name or title and contact information of the Title IX Coordinator, in any handbook provided to employees or employee organizations (34 CFR 106.8)

All employees shall receive a copy of an information sheet prepared by the California Civil Rights Department (CRD) or the district that contains, at a minimum, components on: (Government Code 12950)

1. The illegality of sexual harassment
2. The definition of sexual harassment under applicable state and federal law
3. A description of sexual harassment, with examples
4. The district's complaint process available to the employee
5. The legal remedies and complaint process available through CRD and the Equal Employment Opportunity Commission (EEOC)
6. Directions on how to contact CRD and the EEOC
7. The protection against retaliation provided by 2 CCR 11021 for opposing harassment prohibited by law or for filing a complaint with or otherwise participating in an investigation, proceeding, or hearing conducted by CRD and the EEOC

Additionally, the district shall post, in a prominent and accessible location, the CRD poster on discrimination in employment and the illegality of sexual harassment, and the CRD poster regarding transgender rights. (Government Code 12950)

### **Complaint Procedures**

All complaints alleging sexual harassment by and against employees shall be investigated and resolved in accordance with law and district procedures. The district's Title IX Coordinator shall review the allegations to determine the applicable procedure for responding to the complaint. All complaints that meet the definition of sexual harassment under Title IX shall be investigated and resolved in accordance with Administrative Regulation 4119.12/4219.12/4319.12 - Title IX Sexual

Harassment Complaint Procedures. Other sexual harassment complaints shall be investigated and resolved in accordance with Administrative Regulation 4030 - Nondiscrimination in Employment.

If sexual harassment is found following an investigation, the Title IX Coordinator, or designee in consultation with the Title IX Coordinator, shall take prompt action to stop the sexual harassment, prevent recurrence, and address any continuing effects.

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**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.

<b>State</b>	<b>Description</b>
2 CCR 11006-11086	Discrimination in employment
2 CCR 11009	<a href="#">Employment discrimination</a>
2 CCR 11021	<a href="#">Discrimination in employment - retaliation</a>
2 CCR 11023	<a href="#">Harassment and discrimination prevention and correction</a>
2 CCR 11024	<a href="#">Required training and education on harassment based on sex, gender identity and expression, and sexual orientation</a>
2 CCR 11034	<a href="#">Terms, conditions, and privileges of employment</a>
5 CCR 4900-4965	Nondiscrimination in elementary and secondary educational programs receiving state or federal financial assistance
Ed. Code 200-262.4	<a href="#">Prohibition of discrimination</a>
Ed. Code 220.1	Prohibition of retaliation related to educational equity
Ed. Code 220.3	No requirement to disclose information related to student's sexual orientation, gender identity, or gender expression
Ed. Code 220.5	Prohibition of policies requiring disclosure of information related to student's sexual orientation, gender identity, or gender expression
Gov. Code 11135	<a href="#">Prohibition of discrimination</a>
Gov. Code 12900-12996	<a href="#">Fair Employment and Housing Act</a>
Gov. Code 12940	<a href="#">Unlawful discriminatory employment practices</a>
Gov. Code 12950	<a href="#">Sexual harassment</a>
Gov. Code 12950.1	<a href="#">Sexual harassment training</a>

Lab. Code 1101

[Political activities of employees](#)

Lab. Code 1102.1

Discrimination: sexual orientation

Lab. Code 1197.5

[Wages, hours, and working conditions](#)

## **Federal**

## **Description**

20 USC 1681-1688

Title IX of the Education Amendments of 1972; discrimination based on sex

29 CFR 1636

[Implementation of the Pregnant Workers Fairness Act](#)

34 CFR 106.1-106.82

[Nondiscrimination on the basis of sex in education programs or activities](#)

42 USC 2000e-2000e-17

Title VII, Civil Rights Act of 1964, as amended

42 USC 2000gg-2000gg-6

[Pregnant Workers Fairness Act](#)

## **Management Resources**

## **Description**

Court Decision

Tennessee v. Cardona (2024) 737 F.Supp.3d 510

Court Decision

Olmstead v. L.C. ex rel. Zimring (1999) 527 U.S. 581

Court Decision

John T. D. v. River Delta Joint Unified School District (2021) WL 5176356

Court Decision

[Burlington Industries v. Ellreth \(1998\) 118 S.Ct. 2257](#)

Court Decision

[Department of Health Services v. Superior Court of California \(2003\) 31 Cal.4th 1026](#)

Court Decision

[Fragher v. City of Boca Raton \(1998\) 118 S.Ct. 2275](#)

Court Decision

[Gebser v. Lago Vista Independent School District \(1998\) 118 S.Ct. 1989](#)

Court Decision

[Meritor Savings Bank, FSB v. Vinson et al. \(1986\) 447 U.S. 57](#)

Court Decision

[Oncale v. Sundowner Offshore Serv. Inc. \(1998\) 118 S.Ct. 998](#)

Federal Register

[Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance, May 19, 2020, Vol. 85, No. 97, pages 30026-30579](#)

U.S. DOE, Office for Civil Rights  
Publication

[Dear Colleague Letter: Enforcement of Title IX under the provisions of the 2020 Title IX Rule, February 4, 2025](#)

Website

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

Website

[California Department of Education](#)

Website

[California Civil Rights Department](#)

Website	<a href="#">U.S. Department of Education, Office for Civil Rights</a>
Website	<a href="#">U.S. Equal Employment Opportunity Commission</a>

## Cross References

Code	Description
0410	<a href="#">Nondiscrimination In District Programs And Activities</a>
0450	<a href="#">Comprehensive Safety Plan</a>
0450	<a href="#">Comprehensive Safety Plan</a>
1312.3	<a href="#">Uniform Complaint Procedures</a>
1312.3	<a href="#">Uniform Complaint Procedures</a>
1312.3-E(1)	<a href="#">Uniform Complaint Procedures</a>
1312.3-E(2)	<a href="#">Uniform Complaint Procedures</a>
1313	<a href="#">Civility</a>
3530	<a href="#">Risk Management/Insurance</a>
3530	<a href="#">Risk Management/Insurance</a>
3600	<a href="#">Consultants</a>
4030	<a href="#">Nondiscrimination In Employment</a>
4030	<a href="#">Nondiscrimination In Employment</a>
4033	<a href="#">Lactation Accommodation</a>
4040	<a href="#">Employee Use Of Technology</a>
4040-E(1)	<a href="#">Employee Use Of Technology</a>
4112.9	<a href="#">Employee Notifications</a>
4112.9-E(1)	<a href="#">Employee Notifications</a>
4117.7	<a href="#">Employment Status Reports</a>
4118	<a href="#">Dismissal/Suspension/Disciplinary Action</a>
4118	<a href="#">Dismissal/Suspension/Disciplinary Action</a>
4119.12	<a href="#">Title IX Sexual Harassment Complaint Procedures</a>
4119.12-E(1)	<a href="#">Title IX Sexual Harassment Complaint Procedures</a>
4119.21	<a href="#">Professional Standards</a>

4119.21-E(1)	<a href="#">Professional Standards</a>
4119.22	<a href="#">Dress And Grooming</a>
4131	<a href="#">Staff Development</a>
4144	<a href="#">Complaints</a>
4144	<a href="#">Complaints</a>
4212.9	<a href="#">Employee Notifications</a>
4212.9-E(1)	<a href="#">Employee Notifications</a>
4218.1	<a href="#">Dismissal/Suspension/Disciplinary Action (Merit System)</a>
4219.12	<a href="#">Title IX Sexual Harassment Complaint Procedures</a>
4219.12-E(1)	<a href="#">Title IX Sexual Harassment Complaint Procedures</a>
4219.21	<a href="#">Professional Standards</a>
4219.21-E(1)	<a href="#">Professional Standards</a>
4219.22	<a href="#">Dress And Grooming</a>
4231	<a href="#">Staff Development</a>
4244	<a href="#">Complaints</a>
4244	<a href="#">Complaints</a>
4300	<a href="#">Administrative And Supervisory Personnel</a>
4300	<a href="#">Administrative And Supervisory Personnel</a>
4312.9	<a href="#">Employee Notifications</a>
4312.9-E(1)	<a href="#">Employee Notifications</a>
4317.7	<a href="#">Employment Status Reports</a>
4319.12	<a href="#">Title IX Sexual Harassment Complaint Procedures</a>
4319.12-E(1)	<a href="#">Title IX Sexual Harassment Complaint Procedures</a>
4319.21	<a href="#">Professional Standards</a>
4319.21-E(1)	<a href="#">Professional Standards</a>
4319.22	<a href="#">Dress And Grooming</a>
4344	<a href="#">Complaints</a>
4344	<a href="#">Complaints</a>
5145.3	<a href="#">Nondiscrimination/Harassment</a>

5145.3	<a href="#"><u>Nondiscrimination/Harassment</u></a>
5145.7	<a href="#"><u>Sexual Harassment</u></a>
5145.7	<a href="#"><u>Sexual Harassment</u></a>
5145.71	<a href="#"><u>Title IX Sexual Harassment Complaint Procedures</u></a>
5145.71-E(1)	<a href="#"><u>Title IX Sexual Harassment Complaint Procedures</u></a>

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## **LOS MOLINOS UNIFIED SCHOOL DISTRICT**

### **AR 4219.12: Title IX Sexual Harassment Complaint Procedures**

The complaint procedures described in this administrative regulation shall be used to address any complaint governed by Title IX of the Education Amendments of 1972 alleging that a district employee, while in an education program or activity, in which a district school exercises substantial control over the context and respondent, was subjected to one or more of the following forms of sexual harassment: (34 CFR 106.30, 106.44)

1. A district employee conditioning the provision of a district aid, benefit, or service on a person's participation in unwelcome sexual conduct
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person's equal access to the district's education program or activity
3. Sexual assault, dating violence, domestic violence, or stalking as defined in 20 USC 1092 or 34 USC 12291

For a complaint governed by Title IX based on conduct that occurred, in whole or in part, between August 1, 2024 and January 9, 2025, or prior to August 14, 2020, the Title IX Coordinator shall consult with district legal counsel to determine which procedures to use.

All other complaints alleging sexual harassment brought by or against employees shall be investigated and resolved in accordance with Administrative Regulation 4030 - Nondiscrimination in Employment. The determination over which process shall be used to investigate and resolve a complaint shall be made by the district's Title IX Coordinator.

The Title IX Coordinator shall ensure that all requirements and timelines for Administrative Regulation 4030 - Nondiscrimination in Employment are concurrently met while implementing the Title IX procedure.

#### **Basic Requirements**

When implementing Title IX grievance procedures, the district shall: (34 CFR 106.45)

1. Treat complainants and respondents equitably by providing remedies to a complainant where a determination of responsibility for sexual harassment has been made against the respondent and by following a grievance process in accordance with 34 CFR 106.45 before the imposition of any disciplinary sanctions or other actions that are not supportive measures, as defined in 34 CFR 106.30, against a respondent

Remedies following a determination of responsibility for sexual harassment shall be designed to restore or preserve equal access to the district's education program or activity, and shall be provided in accordance with "Remedies," below.

2. Require an objective evaluation of all relevant evidence, including both inculpatory and exculpatory evidence, and provide that credibility determination may not be based on a person's status as complainant, respondent, or witness
3. Ensure that the Title IX Coordinator, investigator, or decisionmaker, any person that facilitates an information resolution process, does not have a conflict of interest or bias for or against

complainants or respondents generally or an individual complainant or respondent, and that such individuals receive training in accordance with 34 CFR 106.45

4. Presume that the respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process
5. Include reasonably prompt timeframes for the conclusion of the grievance procedures, including reasonably prompt timeframes for filing and resolving appeals, and informal resolution processes if appropriate and offered by the district

The district's procedures shall also include a process that allows for the temporary delay of the grievance procedures or the limited extension of timeframes for good cause with written notice to the complainant and the respondent of the delay or extension and the reasons for the action. Good cause may include considerations such as the absence of a party, a party's advisor, or a witness; concurrent law enforcement activity; or the need for language assistance or accommodation of disabilities.

6. Describe the range of, or list, the possible disciplinary sanctions and remedies that the district may implement following any determination of responsibility
7. State whether the standard of evidence to be used to determine responsibility is the preponderance of the evidence standard or the clear and convincing evidence standard, and apply the same standard of evidence to formal complaints against students and employees and to all formal complaints of sexual harassment
8. Include the procedures and permissible bases for the complainant and respondent to appeal
9. Describe the range of supportive measures available to complainants and respondents
10. Not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege

Additionally, the district shall not disclose the identity of any individual who has made a report or complaint of sex discrimination, including any individual who has made a report or filed a formal complaint of sexual harassment, any complainant, any individual who has been reported to be the perpetrator of sex discrimination, any respondent, and any witness, except as may be permitted by the Family Educational Rights and Privacy Act statute or regulations, as required by law, or to carry out the purposes of Title IX, including the conduct of any investigation, hearing, or judicial proceeding arising under Title IX. (34 CFR 106.30, 106.71)

### **Reporting Allegations/Filing a Formal Complaint**

An employee who is the alleged victim of sexual harassment may submit a report of sexual harassment to the district's Title IX Coordinator using the contact information listed in Administrative Regulation 4119.11/4219.11/4319.11 - Sexual Harassment, or to any other available school employee, who shall forward the report to the Title IX Coordinator within one workday of receiving the report.

Upon receiving such a report, the Title IX Coordinator shall inform the complainant of the right to file a formal complaint and the process for filing a formal complaint. (34 CFR 106.44)

A formal complaint shall include the complainant's physical or digital signature, or another indication that the complainant is the person filing the complaint, and be filed with the Title IX Coordinator in person, by



mail, by email, or by any other method authorized by the district. (34 CFR 106.30)

If the district has actual knowledge of sexual harassment or allegations of sexual harassment but the alleged victim does not file a formal complaint, the Title IX Coordinator may file a formal complaint and, in situations when an imminent safety threat exists, shall file a formal complaint. In such cases, the Title IX Coordinator shall provide the alleged victim notices as required by the Title IX regulations at specific points in the complaint process.

### **Supportive Measures**

Upon receipt of a report of Title IX sexual harassment, the Title IX Coordinator shall promptly contact the complainant to discuss the availability of supportive measures and shall consider the complainant's wishes with respect to the supportive measures implemented. Supportive measures shall be offered as appropriate, as reasonably available, and without charge to the complainant or the respondent before or after the filing of a formal complaint or even if no formal complaint has been filed. Such measures shall be nondisciplinary, nonpunitive, and designed to restore or preserve equal access to the district's education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the district's educational environment or to deter sexual harassment. Supportive measures may include, but are not limited to, counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact, changes in work or housing locations, leaves of absence, increased security, and monitoring of certain areas of the campus. (34 CFR 106.30, 106.44)

The district shall maintain as confidential any supportive measures provided to the complainant or respondent, to the extent that maintaining such confidentiality would not impair the district's ability to provide the supportive measures. (34 CFR 106.30)

### **Emergency Removal from School**

If a district employee is the respondent, the employee may be placed on administrative leave during the pendency of the formal complaint process. (34 CFR 106.44)

If a student is the respondent, the district may remove the student from the district's education program or activity, on an emergency basis, provided that the district conducts an individualized safety and risk analysis, determines that removal is justified due to an immediate threat to the physical health or safety of any student or other individual arising from the allegations, and provides the student with notice and an opportunity to challenge the decision immediately following the removal.

Any such removal may not constitute discipline for student record purposes or Board Policy 5144 - Discipline. Additionally, this authority to remove a student does not modify a student's rights under the Individuals with Disabilities Education Act or Section 504 of the Rehabilitation Act of 1973. (34 CFR 106.44)

### **Dismissal of Complaint**

The Title IX Coordinator shall dismiss a formal complaint if the alleged conduct would not constitute sexual harassment as defined in 34 CFR 106.30. Additionally, the Title IX Coordinator shall dismiss a formal complaint in which the alleged conduct did not occur in the district's education program or activity or did not occur against a person in the United States. In addition, the Title IX Coordinator may dismiss a formal complaint if the complainant notifies the district in writing that the complainant would like to withdraw the

complaint or any allegations in the complaint, the respondent is no longer enrolled or employed by the district, or sufficient circumstances prevent the district from gathering evidence sufficient to reach a determination with regard to the complaint. (34 CFR 106.45)

Upon dismissal, the Title IX Coordinator shall promptly send written notice of the dismissal and the reasons for the dismissal simultaneously to the parties, and shall inform them of their right to appeal the dismissal in accordance with the appeal procedures described in the section "Appeals," below. (34 CFR 106.45)

If a complaint is dismissed, the conduct may still be addressed pursuant to Administrative Regulation 4030 - Nondiscrimination in Employment, as applicable.

### **Informal Resolution Process**

When a formal complaint of sexual harassment is filed the district may offer an informal resolution process, such as mediation, at any time prior to reaching a determination regarding responsibility. (34 CFR 106.45)

The district shall not require a party to participate in the informal resolution process or to waive the right to an investigation and adjudication of a formal complaint, including that the district shall not require such waiver as a condition of enrollment or employment or continuing employment. (34 CFR 106.45)

As a part of an informal resolution, the parties may agree upon discipline such as suspension or expulsion without the need for an investigation.

The district may facilitate an informal resolution process provided that the district: (34 CFR 106.45)

1. Provides the parties with written notice disclosing the allegations; the requirements of the informal resolution process, including the circumstances under which it precludes the parties from resuming a formal complaint arising from the same allegations; the right to withdraw from the informal process and resume the formal complaint process at any time prior to agreeing to a resolution; and any consequences resulting from the informal resolution process, including that records will be maintained or could be shared
2. Obtains the parties' voluntary, written consent to the informal resolution process
3. Does not offer or facilitate an informal resolution process to resolve allegations that an employee sexually harassed a student

### **Written Notice**

If a formal complaint is filed, the Title IX Coordinator shall provide the known parties with written notice of the following: (34 CFR 106.45)

1. The district's complaint process, including any informal resolution process
2. The allegations potentially constituting sexual harassment with sufficient details known at the time, including the identity of parties involved in the incident, if known, the conduct allegedly constituting sexual harassment, and the date and location of the alleged incident

Such notice shall be provided with sufficient time for the parties to prepare a response before any initial interview. If, during the course of the investigation, new Title IX allegations arise about the complainant or respondent that are not included in the initial notice, the Title IX Coordinator shall

provide notice of the additional allegations to the parties.

3. A statement that the respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the complaint process
4. The opportunity for the parties to have an advisor of their choice who may be, but is not required to be, an attorney, and the ability to inspect and review evidence
5. The prohibition against knowingly making false statements or knowingly submitting false information during the complaint process

The above notice may also include the name of the investigator, facilitator of an informal process, and decisionmaker and inform the parties that, if at any time a party has concerns regarding conflict of interest or bias regarding any of these persons, the party should immediately notify the Title IX Coordinator.

### **Consolidation of Complaints**

When the allegations of sexual harassment arise out of the same facts or circumstances, the district may consolidate formal complaints alleging sexual harassment against more than one respondent; by more than one complainant against one or more respondents; or by one party against another party. (34 CFR 106.45)

### **Investigation Procedures**

During the investigation process, the district's designated investigator shall: (34 CFR 106.45)

1. Provide an equal opportunity for the parties to present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence
2. Not restrict the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence
3. Provide the parties with the same opportunities to have others present during any grievance proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice, who may be, but is not required to be, an attorney
4. Not limit the choice or presence of an advisor for either the complainant or respondent in any meeting or grievance proceeding, although the district may establish restrictions regarding the extent to which the advisor may participate in the proceedings as long as the restrictions apply equally to both parties
5. Provide, to a party whose participation is invited or expected, written notice of the date, time, location, participants, and purpose of all investigative interviews or other meetings, with sufficient time for the party to prepare to participate
6. Provide both parties an equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in a formal complaint including evidence that the district does not intend to rely on in reaching a determination regarding responsibility and inculpatory and exculpatory evidence whether obtained from a party or other source so that each party can meaningfully respond to the evidence prior to conclusion of the investigation
7. Send in an electronic format or hard copy to both parties and their advisors, if any, the evidence obtained as part of the investigation that is directly related to the allegations raised in the complaint,

and provide the parties at least 10 days to submit a written response for the investigator to consider prior to the completion of the investigative report

8. Create an investigative report that fairly summarizes relevant evidence and, at least 10 days prior to the determination of responsibility, send to the parties and their advisors, if any, the investigative report in an electronic format or a hard copy, for their review and written response

Questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence are offered to prove that someone other than the respondent committed the conduct alleged by the complainant or if the questions and evidence concern specific incidents of the complainant's prior sexual behavior with respect to the respondent and are offered to prove consent.

Privacy rights of all parties to the complaint shall be maintained in accordance with applicable state and federal laws.

If the complaint is against an employee, rights conferred under an applicable collective bargaining agreement shall be applied to the extent they do not conflict with the Title IX requirements.

### **Written Decision**

The Superintendent shall designate an employee as the decisionmaker to determine responsibility for the alleged conduct, who shall not be the Title IX Coordinator or a person involved in the investigation. (34 CFR 106.45)

After the investigative report has been sent to the parties but before reaching a determination regarding responsibility, the decisionmaker shall afford each party the opportunity to submit written, relevant questions that the party wants asked of any party or witness, provide each party with the answers, and allow for additional, limited follow-up questions from each party.

The decisionmaker shall issue, and simultaneously provide to both parties, a written decision as to the scope of the respondent's responsibility for the alleged conduct, if any. (34 CFR 106.45)

The written decision shall be issued within 60 calendar days of the receipt of the complaint.

The district may extend the timeline for good cause with written notice to the complainant and respondent of the extension and the reasons for the action. (34 CFR 106.45)

In making this determination, the decisionmaker shall use the "preponderance of the evidence" standard for all formal complaints of sexual harassment. The same standard of evidence shall be used for formal complaints against students as for complaints against employees. (34 CFR 106.45)

The written decision shall include the following: (34 CFR 106.45)

1. Identification of the allegations potentially constituting sexual harassment as defined in 34 CFR 106.30
2. A description of the procedural steps taken from receipt of the formal complaint through the written decision, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held if the district includes hearings as part of

the grievance process

3. Findings of fact supporting the determination
4. Conclusions regarding the application of the district's code of conduct or policies to the facts
5. A statement of, and rationale for, the result as to each allegation, including a decision regarding responsibility, any disciplinary sanctions the district imposes on the respondent, and whether remedies designed to restore or preserve equal access to the district's educational program or activity will be provided by the district to the complainant
6. The district's procedures and permissible bases for the complainant and respondent to appeal

## **Appeals**

Either party may appeal the written decision or dismissal of a formal complaint or any allegation in the complaint, if the party believes that a procedural irregularity affected the outcome, new evidence is available that was not reasonably available at the time the determination regarding responsibility or dismissal was made that could affect the outcome, or a conflict of interest or bias by the Title IX Coordinator, investigator(s), or decisionmaker(s) affected the outcome.

If an appeal is filed, the district shall: (34 CFR 106.45)

1. Notify the other party in writing when an appeal is filed and implement appeal procedures equally for both parties
2. Ensure that the decisionmaker(s) for the appeal is trained in accordance with 34 CFR 106.45 and is not the same decisionmaker(s) who reached the determination regarding responsibility or dismissal, the investigator(s), or the Title IX Coordinator
3. Give both parties a reasonable, equal opportunity to submit a written statement in support of, or challenging, the outcome
4. Issue a written decision describing the result of the appeal and the rationale for the result
5. Provide the written decision simultaneously to both parties

An appeal shall be filed in writing within 10 calendar days of receiving the notice of the decision or dismissal, stating the grounds for the appeal and including any relevant documentation in support of the appeal. Appeals submitted after this deadline are not timely and shall not be considered.

A written decision shall be provided to the parties within 20 calendar days from the receipt of the appeal.

Either party has the right to file a complaint with the U.S. Department of Education's Office for Civil Rights within 180 days of the date of the most recently alleged misconduct.

The complainant shall be advised of any civil law remedies, including, but not limited to, injunctions, restraining orders, or other remedies or orders that may be available under state or federal antidiscrimination laws, if applicable.

## **Remedies**

When a determination of responsibility for sexual harassment has been made against the respondent, the district shall provide remedies to the complainant as appropriate. Such remedies may include the same individualized services described above in the section "Supportive Measures," but need not be nondisciplinary or nonpunitive and need not avoid burdening the respondent. (34 CFR 106.45)

### **Disciplinary Actions**

The district may impose disciplinary sanctions or other actions after the complaint procedure has been completed and a determination of responsibility has been made. (34 CFR 106.44, 106.45)

When an employee is found to have committed sexual harassment or retaliation, the district shall take appropriate disciplinary action, up to and including dismissal, in accordance with applicable law and collective bargaining agreement.

### **Record-Keeping**

The Superintendent or designee shall maintain, for a period of seven years: (34 CFR 106.45)

1. A record of all reported cases and Title IX investigations of sexual harassment, any determinations of responsibility, any audio or audiovisual recording and transcript if applicable, any disciplinary sanctions imposed, any remedies provided to the complainant, and any appeal or informal resolution and the results therefrom
2. A record of any actions, including supportive measures, taken in response to a report or formal complaint of sexual harassment, including the district's basis for its conclusion that its response was not deliberately indifferent, the measures taken that were designed to restore or preserve equal access to the education program or activity, and, if no supportive measures were provided to the complainant, the reasons that such a response was not unreasonable in light of the known circumstances
3. All materials used to train the Title IX Coordinator, investigator(s), decisionmaker(s), and any person who facilitates an informal resolution process

The district shall make such training materials publicly available on its website, or if the district does not maintain a website, available upon request by members of the public.

For complaints containing allegations of childhood sexual assault, the Superintendent or designee shall also indefinitely maintain the following: (Code of Civil Procedure 340.1)

1. A record of the allegation(s)
2. A record of the investigation procedures followed
3. A record of the written determination
4. A record of the corrective action implemented, if any
5. A record of any appeals and the outcome of the same
6. All training materials addressing the prohibition and investigation of childhood sexual assault

Additionally, the Superintendent or designee shall indefinitely maintain a record of insurance which evidences the district's coverage for acts of sexual assault.

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**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.

<b>State</b>	<b>Description</b>
5 CCR 4600-4670	Uniform complaint procedures
5 CCR 4900-4965	Nondiscrimination in elementary and secondary educational programs receiving state or federal financial assistance
Civ. Code 1714.1	<a href="#">Liability of parent/guardian for act of willful misconduct by a minor</a>
Civ. Code 51.9	<a href="#">Liability for sexual harassment; business, service and professional relationships</a>
Ed. Code 200-262.4	<a href="#">Prohibition of discrimination</a>
Ed. Code 48900	<a href="#">Grounds for suspension or expulsion</a>
Ed. Code 48900.2	<a href="#">Additional grounds for suspension or expulsion; sexual harassment</a>
Ed. Code 48985	<a href="#">Notices to parents/guardian in language other than English</a>
Gov. Code 12950.1	<a href="#">Sexual harassment training</a>
<b>Federal</b>	<b>Description</b>
20 USC 1092	<a href="#">Definition of sexual assault</a>
20 USC 1221	<a href="#">Application of laws</a>
20 USC 1232g	<a href="#">Family Educational Rights and Privacy Act (FERPA) of 1974</a>
20 USC 1681-1688	Title IX of the Education Amendments of 1972; discrimination based on sex
34 CFR 106.1-106.82	<a href="#">Nondiscrimination on the basis of sex in education programs or activities</a>
34 CFR 99.1-99.67	<a href="#">Family Educational Rights and Privacy</a>
34 USC 12291	<a href="#">Definition of dating violence, domestic violence, and stalking</a>
42 USC 1983	<a href="#">Civil action for deprivation of rights</a>
42 USC 2000d-2000d-7	Title VI, Civil Rights Act of 1964
42 USC 2000e-2000e-17	Title VII, Civil Rights Act of 1964, as amended
<b>Management Resources</b>	<b>Description</b>
Court Decision	Tennessee v. Cardona (2024) 737 F.Supp.3d 510

Court Decision	<a href="#">Reese v. Jefferson School District (2001, 9th Cir.) 208 F.3d 736</a>
Court Decision	<a href="#">Davis v. Monroe County Board of Education (1999) 526 U.S. 629</a>
Court Decision	<a href="#">Gebser v. Lago Vista Independent School District (1998) 524 U.S. 274</a>
Court Decision	<a href="#">Oona by Kate S. v. McCaffrey (1998, 9th Cir.) 143 F.3d 473</a>
Court Decision	<a href="#">Doe v. Petaluma City School District (1995, 9th Cir.) 54 F.3d 1447</a>
Court Decision	<a href="#">Donovan v. Poway Unified School District (2008) 167 Cal.App.4th 567</a>
Court Decision	<a href="#">Flores v. Morgan Hill Unified School District (2003, 9th Cir.) 324 F.3d 1130</a>
Federal Register	<a href="#">Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance, May 19, 2020, Vol. 85, No. 97, pages 30026-30579</a>
U.S. DOE, Office for Civil Rights Publication	<a href="#">Dear Colleague Letter: Enforcement of Title IX under the provisions of the 2020 Title IX Rule, February 4, 2025</a>
U.S. DOJ, FBI Publication	<a href="#">National Incident-Based Reporting System</a>
Website	<a href="#">U.S. Department of Justice, Federal Bureau of Investigation</a>
Website	<a href="#">CSBA District and County Office of Education Legal Services</a>
Website	<a href="#">CSBA</a>
Website	<a href="#">California Department of Education</a>
Website	<a href="#">U.S. Department of Education, Office for Civil Rights</a>

## Cross References

Code	Description
0410	<a href="#">Nondiscrimination In District Programs And Activities</a>
1312.3	<a href="#">Uniform Complaint Procedures</a>
1312.3	<a href="#">Uniform Complaint Procedures</a>
1312.3-E(1)	<a href="#">Uniform Complaint Procedures</a>
1312.3-E(2)	<a href="#">Uniform Complaint Procedures</a>
1313	<a href="#">Civility</a>
3580	<a href="#">District Records</a>
3580	<a href="#">District Records</a>
3600	<a href="#">Consultants</a>
4030	<a href="#">Nondiscrimination In Employment</a>



4030	<a href="#"><u>Nondiscrimination In Employment</u></a>
4033	<a href="#"><u>Lactation Accommodation</u></a>
4117.7	<a href="#"><u>Employment Status Reports</u></a>
4118	<a href="#"><u>Dismissal/Suspension/Disciplinary Action</u></a>
4118	<a href="#"><u>Dismissal/Suspension/Disciplinary Action</u></a>
4119.11	<a href="#"><u>Sexual Harassment</u></a>
4119.11	<a href="#"><u>Sexual Harassment</u></a>
4131	<a href="#"><u>Staff Development</u></a>
4218	<a href="#"><u>Dismissal/Suspension/Disciplinary Action</u></a>
4218	<a href="#"><u>Dismissal/Suspension/Disciplinary Action</u></a>
4219.11	<a href="#"><u>Sexual Harassment</u></a>
4219.11	<a href="#"><u>Sexual Harassment</u></a>
4317.7	<a href="#"><u>Employment Status Reports</u></a>
4319.11	<a href="#"><u>Sexual Harassment</u></a>
4319.11	<a href="#"><u>Sexual Harassment</u></a>
5145.7	<a href="#"><u>Sexual Harassment</u></a>
5145.7	<a href="#"><u>Sexual Harassment</u></a>
5145.71	<a href="#"><u>Title IX Sexual Harassment Complaint Procedures</u></a>
5145.71-E(1)	<a href="#"><u>Title IX Sexual Harassment Complaint Procedures</u></a>

## LOS MOLINOS UNIFIED SCHOOL DISTRICT

### Exhibit 4219.12-E(1): Title IX Sexual Harassment Complaint Procedures

#### NOTICE OF TITLE IX SEXUAL HARASSMENT POLICY

The district shall not discriminate on the basis of sex in any education program or activity that it operates. The prohibition against discrimination on the basis of sex is required by federal law (20 USC 1681-1688; 34 CFR Part 106) and extends to admission and employment. The district also prohibits retaliation against any employee for filing a complaint or exercising any right granted under Title IX.

The district shall take prompt and equitable action to address any potential Title IX violations that are brought to its attention. Any inquiries about the application of Title IX, this notice, and who is protected by Title IX may be referred to the district's Title IX Coordinator, to the Assistant Secretary for Civil Rights of the U.S. Department of Education, or both.

The following employee serves as the district's Title IX Coordinator and is responsible for addressing concerns or inquiries regarding discrimination on the basis of sex, including sexual harassment:

**Stan Mojsich**

(name and/or title/position)

**7851 Hwy 99E Los Molinos CA, 96055**

(address)

**530-384-7826**

(telephone number)

**smojsich@lmusd.net**

(email address)

Any individual may report sex discrimination, including sexual harassment, to the Title IX Coordinator or any other school employee at any time, including during non-business hours, by mail, phone, or email. During district business hours, reports may also be made in person. Upon receiving an allegation of sexual harassment, the Title IX Coordinator shall promptly notify the parties, in writing, of the applicable district complaint procedure.

To view an electronic copy of the district's policies and administrative regulations on sexual harassment, including the grievance process that complies with 34 CFR 106.45, please see Board Policy/Administrative Regulation 4119.11/4219.11/4319.11 - Sexual Harassment, and Administrative Regulation 4119.12/4219.12/4319.12 - Title IX Sexual Harassment Complaint Procedures, on the district's website at [lmusd.net](http://lmusd.net).

To inspect or obtain a copy of the district's sexual harassment policies and administrative regulations, please contact: 7851 Hwy 99E Los Molinos, CA 96055 530-384-7826 [smojsich@lmusd.net](mailto:smojsich@lmusd.net).

Materials used to train the Title IX Coordinator, investigator(s), decisionmaker(s), and any person(s) who facilitates an informal resolution process, are also publicly available on the district's website or at the district office upon request.

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#### 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.

<b>State</b>	<b>Description</b>
5 CCR 4600-4670	Uniform complaint procedures
5 CCR 4900-4965	Nondiscrimination in elementary and secondary educational programs receiving state or federal financial assistance
Civ. Code 1714.1	<u>Liability of parent/guardian for act of willful misconduct by a minor</u>
Civ. Code 51.9	<u>Liability for sexual harassment; business, service and professional relationships</u>
Ed. Code 200-262.4	<u>Prohibition of discrimination</u>
Ed. Code 48900	<u>Grounds for suspension or expulsion</u>
Ed. Code 48900.2	<u>Additional grounds for suspension or expulsion; sexual harassment</u>
Ed. Code 48985	<u>Notices to parents/guardian in language other than English</u>
Gov. Code 12950.1	<u>Sexual harassment training</u>
<b>Federal</b>	<b>Description</b>
20 USC 1092	<u>Definition of sexual assault</u>
20 USC 1221	<u>Application of laws</u>
20 USC 1232g	<u>Family Educational Rights and Privacy Act (FERPA) of 1974</u>
20 USC 1681-1688	Title IX of the Education Amendments of 1972; discrimination based on sex
34 CFR 106.1-106.82	<u>Nondiscrimination on the basis of sex in education programs or activities</u>
34 CFR 99.1-99.67	<u>Family Educational Rights and Privacy</u>
34 USC 12291	<u>Definition of dating violence, domestic violence, and stalking</u>
42 USC 1983	<u>Civil action for deprivation of rights</u>
42 USC 2000d-2000d-7	Title VI, Civil Rights Act of 1964
42 USC 2000e-2000e-17	Title VII, Civil Rights Act of 1964, as amended
<b>Management Resources</b>	<b>Description</b>
Court Decision	Tennessee v. Cardona (2024) 737 F.Supp.3d 510
Court Decision	<u>Reese v. Jefferson School District (2001, 9th Cir.) 208 F.3d 736</u>
Court Decision	<u>Davis v. Monroe County Board of Education (1999) 526 U.S. 629</u>

Court Decision	<a href="#"><u>Gebser v. Lago Vista Independent School District (1998) 524 U.S. 274</u></a>
Court Decision	<a href="#"><u>Oona by Kate S. v. McCaffrey (1998, 9th Cir.) 143 F.3d 473</u></a>
Court Decision	<a href="#"><u>Doe v. Petaluma City School District (1995, 9th Cir.) 54 F.3d 1447</u></a>
Court Decision	<a href="#"><u>Donovan v. Poway Unified School District (2008) 167 Cal.App.4th 567</u></a>
Court Decision	<a href="#"><u>Flores v. Morgan Hill Unified School District (2003, 9th Cir.) 324 F.3d 1130</u></a>
Federal Register	<a href="#"><u>Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance, May 19, 2020, Vol. 85, No. 97, pages 30026-30579</u></a>
U.S. DOE, Office for Civil Rights Publication	<a href="#"><u>Dear Colleague Letter: Enforcement of Title IX under the provisions of the 2020 Title IX Rule, February 4, 2025</u></a>
U.S. DOJ, FBI Publication	<a href="#"><u>National Incident-Based Reporting System</u></a>
Website	<a href="#"><u>U.S. Department of Justice, Federal Bureau of Investigation</u></a>
Website	<a href="#"><u>CSBA District and County Office of Education Legal Services</u></a>
Website	<a href="#"><u>CSBA</u></a>
Website	<a href="#"><u>California Department of Education</u></a>
Website	<a href="#"><u>U.S. Department of Education, Office for Civil Rights</u></a>

## Cross References

Code	Description
0410	<a href="#"><u>Nondiscrimination In District Programs And Activities</u></a>
1312.3	<a href="#"><u>Uniform Complaint Procedures</u></a>
1312.3	<a href="#"><u>Uniform Complaint Procedures</u></a>
1312.3-E(1)	<a href="#"><u>Uniform Complaint Procedures</u></a>
1312.3-E(2)	<a href="#"><u>Uniform Complaint Procedures</u></a>
1313	<a href="#"><u>Civility</u></a>
3580	<a href="#"><u>District Records</u></a>
3580	<a href="#"><u>District Records</u></a>
3600	<a href="#"><u>Consultants</u></a>
4030	<a href="#"><u>Nondiscrimination In Employment</u></a>
4030	<a href="#"><u>Nondiscrimination In Employment</u></a>
4033	<a href="#"><u>Lactation Accommodation</u></a>

4117.7	<u>Employment Status Reports</u>
4118	<u>Dismissal/Suspension/Disciplinary Action</u>
4118	<u>Dismissal/Suspension/Disciplinary Action</u>
4119.11	<u>Sexual Harassment</u>
4119.11	<u>Sexual Harassment</u>
4131	<u>Staff Development</u>
4218	<u>Dismissal/Suspension/Disciplinary Action</u>
4218	<u>Dismissal/Suspension/Disciplinary Action</u>
4219.11	<u>Sexual Harassment</u>
4219.11	<u>Sexual Harassment</u>
4317.7	<u>Employment Status Reports</u>
4319.11	<u>Sexual Harassment</u>
4319.11	<u>Sexual Harassment</u>
5145.7	<u>Sexual Harassment</u>
5145.7	<u>Sexual Harassment</u>
5145.71	<u>Title IX Sexual Harassment Complaint Procedures</u>
5145.71-E(1)	<u>Title IX Sexual Harassment Complaint Procedures</u>

## **LOS MOLINOS UNIFIED SCHOOL DISTRICT**

### **BP 4319.11: Sexual Harassment**

The district does not discriminate on the basis of sex in any of its programs or activities and complies with Title IX of the Education Amendments of 1972 and its implementing regulations.

The Governing Board is committed to providing a safe work environment that is free of discrimination, harassment, and intimidation, including sexual harassment. The Board prohibits sexual harassment, as defined in the accompanying administrative regulation, in district programs and activities by and against district employees. For purposes of this policy and accompanying administrative regulation, employees include interns, volunteers, contractors, job applicants, and other persons with an employment relationship with the district.

Additionally, the Board prohibits retaliatory behavior or action against any person who complains or testifies about conduct that reasonably may constitute sexual harassment, reports such conduct, or otherwise participates or refuses to participate in the complaint process established for the purpose of this policy. (Education Code 220.1; 34 CFR 106.71)

The Superintendent or designee shall take all actions necessary to ensure the prevention, investigation, and correction of sexual harassment, including but not limited to: (Education Code 231.5; Government Code 12950.1; 2 CCR 11023; 34 CFR 106.8, 106.45)

1. Providing training to employees in accordance with law and administrative regulation
2. Publicizing and disseminating the district's sexual harassment policy to employees and others to whom the policy may apply
3. Publicize as specified in Exhibit (1) 4119.12/4219.12/4319.12 - Title IX Sexual Harassment Complaint Procedures, the required notifications related to Title IX to employees, applicants for employment, and bargaining units
4. Ensuring prompt, thorough, fair, and equitable investigation of complaints through the appropriate state and/or federal procedures
5. Taking timely and appropriate corrective/remedial action(s)

The Superintendent or designee may periodically evaluate the effectiveness of the district's strategies to prevent and address harassment. Such evaluation may involve conducting regular anonymous employee surveys to assess whether harassment is occurring or is perceived to be tolerated, partnering with researchers or other agencies with the needed expertise to evaluate the district's prevention strategies, and using any other effective tool for receiving feedback on systems and/or processes. As necessary, changes shall be made to harassment policy(ies), complaint procedures, or training, as appropriate and in accordance with law.

### **Reports and Complaints**

Any district employee who has experienced sexual harassment in the district's education program or activity may file a complaint with the district's Title IX Coordinator. (34 CFR 106.8)

Any employee with knowledge of conduct that reasonably may constitute sexual harassment by or against

another district employee, a student, or a third party in a district education program or activity shall notify the Title IX Coordinator within one workday.

Once notified, the Title IX Coordinator shall ensure that the complaint alleging sexual harassment is addressed through Administrative Regulation 4119.12/4219.12/4319.12 - Title IX Sexual Harassment Complaint Procedures or Administrative Regulation 4030 - Nondiscrimination in Employment, as applicable. Additionally, the Title IX Coordinator shall ensure that any implementation of Administrative Regulation 4119.12/4219.12/4319.12 - Title IX Sexual Harassment Complaint Procedures, concurrently meets the requirements of Administrative Regulation 4030 - Nondiscrimination in Employment.

Before or after the filing of a formal complaint or where no formal complaint has been filed, the Title IX Coordinator shall offer and coordinate supportive measures to be provided to the complainant and the respondent, as deemed appropriate under the circumstances. (34 CFR 106.30, 106.44)

Upon investigation of a sexual harassment complaint, any district employee found to have engaged or participated in sexual harassment or to have aided, abetted, incited, compelled, or coerced another to commit sexual harassment in violation of this policy shall be subject to disciplinary action, up to and including dismissal, in accordance with law and the applicable collective bargaining agreement.

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#### 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
2 CCR 11006-11086	Discrimination in employment
2 CCR 11009	<a href="#">Employment discrimination</a>
2 CCR 11021	<a href="#">Discrimination in employment - retaliation</a>
2 CCR 11023	<a href="#">Harassment and discrimination prevention and correction</a>
2 CCR 11024	<a href="#">Required training and education on harassment based on sex, gender identity and expression, and sexual orientation</a>
2 CCR 11034	<a href="#">Terms, conditions, and privileges of employment</a>
5 CCR 4900-4965	Nondiscrimination in elementary and secondary educational programs receiving state or federal financial assistance
Ed. Code 200-262.4	<a href="#">Prohibition of discrimination</a>
Ed. Code 220.1	Prohibition of retaliation related to educational equity
Ed. Code 220.3	No requirement to disclose information related to student's sexual orientation, gender identity, or gender expression
Ed. Code 220.5	Prohibition of policies requiring disclosure of information related to student's sexual orientation, gender identity, or gender expression

Gov. Code 11135	<a href="#">Prohibition of discrimination</a>
Gov. Code 12900-12996	<a href="#">Fair Employment and Housing Act</a>
Gov. Code 12940	<a href="#">Unlawful discriminatory employment practices</a>
Gov. Code 12950	<a href="#">Sexual harassment</a>
Gov. Code 12950.1	<a href="#">Sexual harassment training</a>
Lab. Code 1101	<a href="#">Political activities of employees</a>
Lab. Code 1102.1	Discrimination: sexual orientation
Lab. Code 1197.5	<a href="#">Wages, hours, and working conditions</a>
<b>Federal</b>	<b>Description</b>
20 USC 1681-1688	Title IX of the Education Amendments of 1972; discrimination based on sex
29 CFR 1636	<a href="#">Implementation of the Pregnant Workers Fairness Act</a>
34 CFR 106.1-106.82	<a href="#">Nondiscrimination on the basis of sex in education programs or activities</a>
42 USC 2000e-2000e-17	Title VII, Civil Rights Act of 1964, as amended
42 USC 2000gg-2000gg-6	<a href="#">Pregnant Workers Fairness Act</a>
<b>Management Resources</b>	<b>Description</b>
Court Decision	Tennessee v. Cardona (2024) 737 F.Supp.3d 510
Court Decision	Olmstead v. L.C. ex rel. Zimring (1999) 527 U.S. 581
Court Decision	John T. D. v. River Delta Joint Unified School District (2021) WL 5176356
Court Decision	<a href="#">Burlington Industries v. Ellreth (1998) 118 S.Ct. 2257</a>
Court Decision	<a href="#">Department of Health Services v. Superior Court of California (2003) 31 Cal.4th 1026</a>
Court Decision	<a href="#">Faragher v. City of Boca Raton (1998) 118 S.Ct. 2275</a>
Court Decision	<a href="#">Gebser v. Lago Vista Independent School District (1998) 118 S.Ct. 1989</a>
Court Decision	<a href="#">Meritor Savings Bank, FSB v. Vinson et al. (1986) 447 U.S. 57</a>
Court Decision	<a href="#">Oncale v. Sundowner Offshore Serv. Inc. (1998) 118 S.Ct. 998</a>
Federal Register	<a href="#">Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance, May 19, 2020, Vol. 85, No. 97, pages 30026-30579</a>
U.S. DOE, Office for Civil Rights Publication	<a href="#">Dear Colleague Letter: Enforcement of Title IX under the provisions of the 2020 Title IX Rule, February 4, 2025</a>
Website	<a href="#">CSBA District and County Office of Education Legal Services</a>



Website	<a href="#">California Department of Education</a>
Website	<a href="#">California Civil Rights Department</a>
Website	<a href="#">U.S. Department of Education, Office for Civil Rights</a>
Website	<a href="#">U.S. Equal Employment Opportunity Commission</a>

## Cross References

Code	Description
0410	<a href="#">Nondiscrimination In District Programs And Activities</a>
0450	<a href="#">Comprehensive Safety Plan</a>
0450	<a href="#">Comprehensive Safety Plan</a>
1312.3	<a href="#">Uniform Complaint Procedures</a>
1312.3	<a href="#">Uniform Complaint Procedures</a>
1312.3-E(1)	<a href="#">Uniform Complaint Procedures</a>
1312.3-E(2)	<a href="#">Uniform Complaint Procedures</a>
1313	<a href="#">Civility</a>
3530	<a href="#">Risk Management/Insurance</a>
3530	<a href="#">Risk Management/Insurance</a>
3600	<a href="#">Consultants</a>
4030	<a href="#">Nondiscrimination In Employment</a>
4030	<a href="#">Nondiscrimination In Employment</a>
4033	<a href="#">Lactation Accommodation</a>
4040	<a href="#">Employee Use Of Technology</a>
4040-E(1)	<a href="#">Employee Use Of Technology</a>
4112.9	<a href="#">Employee Notifications</a>
4112.9-E(1)	<a href="#">Employee Notifications</a>
4117.7	<a href="#">Employment Status Reports</a>
4118	<a href="#">Dismissal/Suspension/Disciplinary Action</a>
4118	<a href="#">Dismissal/Suspension/Disciplinary Action</a>
4119.12	<a href="#">Title IX Sexual Harassment Complaint Procedures</a>
4119.12-E(1)	<a href="#">Title IX Sexual Harassment Complaint Procedures</a>
4119.21	<a href="#">Professional Standards</a>
4119.21-E(1)	<a href="#">Professional Standards</a>

4119.22	<a href="#"><u>Dress And Grooming</u></a>
4131	<a href="#"><u>Staff Development</u></a>
4144	<a href="#"><u>Complaints</u></a>
4144	<a href="#"><u>Complaints</u></a>
4212.9	<a href="#"><u>Employee Notifications</u></a>
4212.9-E(1)	<a href="#"><u>Employee Notifications</u></a>
4218.1	<a href="#"><u>Dismissal/Suspension/Disciplinary Action (Merit System)</u></a>
4219.12	<a href="#"><u>Title IX Sexual Harassment Complaint Procedures</u></a>
4219.12-E(1)	<a href="#"><u>Title IX Sexual Harassment Complaint Procedures</u></a>
4219.21	<a href="#"><u>Professional Standards</u></a>
4219.21-E(1)	<a href="#"><u>Professional Standards</u></a>
4219.22	<a href="#"><u>Dress And Grooming</u></a>
4231	<a href="#"><u>Staff Development</u></a>
4244	<a href="#"><u>Complaints</u></a>
4244	<a href="#"><u>Complaints</u></a>
4300	<a href="#"><u>Administrative And Supervisory Personnel</u></a>
4300	<a href="#"><u>Administrative And Supervisory Personnel</u></a>
4312.9	<a href="#"><u>Employee Notifications</u></a>
4312.9-E(1)	<a href="#"><u>Employee Notifications</u></a>
4317.7	<a href="#"><u>Employment Status Reports</u></a>
4319.12	<a href="#"><u>Title IX Sexual Harassment Complaint Procedures</u></a>
4319.12-E(1)	<a href="#"><u>Title IX Sexual Harassment Complaint Procedures</u></a>
4319.21	<a href="#"><u>Professional Standards</u></a>
4319.21-E(1)	<a href="#"><u>Professional Standards</u></a>
4319.22	<a href="#"><u>Dress And Grooming</u></a>
4344	<a href="#"><u>Complaints</u></a>
4344	<a href="#"><u>Complaints</u></a>
5145.3	<a href="#"><u>Nondiscrimination/Harassment</u></a>
5145.3	<a href="#"><u>Nondiscrimination/Harassment</u></a>
5145.7	<a href="#"><u>Sexual Harassment</u></a>
5145.7	<a href="#"><u>Sexual Harassment</u></a>
5145.71	<a href="#"><u>Title IX Sexual Harassment Complaint Procedures</u></a>

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## **LOS MOLINOS UNIFIED SCHOOL DISTRICT**

### **AR 4319.11: Sexual Harassment**

#### **Definitions**

*Sexual harassment* is a form of sex discrimination and means sexual harassment and other harassment on the basis of one, or a combination of two or more protected characteristics, which include, but may not be limited to, sex; gender; gender identity; gender expression; sexual orientation; sex stereotypes; pregnancy, false pregnancy, childbirth, or related conditions or recovery; reproductive health decision-making; breastfeeding or related medical conditions; and parental, marital, and family status. (Government Code 11135, 12920, 12926, 12940; 20 USC 1681-1688)

*Sexual harassment* includes, but is not limited to, unwelcome sexual advances, unwanted requests for sexual favors, or other unwanted verbal, visual, or physical conduct of a sexual nature, regardless of whether the conduct is motivated by sexual desire. Conduct is considered to be sexual harassment when made against another person of the same or opposite sex in the work or educational setting under any of the following conditions: (Education Code 212.5; Government Code 12940; 2 CCR 11034)

1. Submission to the conduct is made explicitly or implicitly a term or condition of the individual's employment
2. Submission to or rejection of the conduct is used as the basis for an employment decision affecting the individual
3. The conduct has the purpose or effect of having a negative impact upon the individual's work performance or of creating an intimidating, hostile, or offensive work environment
4. Submission to or rejection of the conduct is used as the basis for any decision affecting the individual regarding benefits, services, honors, programs, or activities available at or through the district

For purposes of applying the complaint procedures specified in Title IX, sexual harassment is defined as any of the following forms of conduct that occurs in an education program or activity in which a district school exercises substantial control over the context and respondent: (34 CFR 106.30, 106.44)

1. A district employee conditioning the provision of a district aid, benefit, or service on the person's participation in unwelcome sexual conduct
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the district's education program or activity
3. Sexual assault, dating violence, domestic violence, or stalking as defined in 20 USC 1092 or 34 USC 12291

#### **Title IX Coordinator/Compliance Officer**

The district designates the following individual as the responsible employee to coordinate its efforts to comply with Title IX in accordance with Administrative Regulation 4119.12/4219.12/4319.12 - Title IX Sexual Harassment Complaint Procedures, and oversee the district's response to sexual harassment

complaints processed under Administrative Regulation 4030 - Nondiscrimination in Employment. The Title IX Coordinator(s) may be contacted at:

**Superintendent**

(title or position)

7851 Hwy 99E Los Molinos, CA 96055

(address)

530-384-7826

(telephone number)

smojsich@lmsd.net

(email)

**Training**

The Superintendent or designee shall ensure that employees receive training regarding sexual harassment in accordance with state and federal law.

Every two years, the Superintendent or designee shall ensure that supervisory employees receive at least two hours, and nonsupervisory employees receive at least one hour, of classroom or other effective interactive training and education regarding sexual harassment as specified in Government Code 12950.1. All newly hired employees and employees promoted to a supervisory position shall receive training within six months of their assumption of the new position. (Government Code 12950.1)

A supervisory employee is any employee having the authority, in the interest of the district, to hire, transfer, suspend, lay off, promote, discharge, assign, reward, or discipline other employees, or the responsibility to direct them, adjust their grievances, or effectively recommend such action, when the exercise of the authority is not of a merely routine or clerical nature, but requires the use of independent judgment. (Government Code 12926)

Such training may be completed by employees individually or as part of a group presentation, may be completed in shorter segments as long as the applicable hourly requirement is met, and may be provided in conjunction with other training provided to the employees. The training shall be presented by trainers or educators with knowledge and expertise in the prevention of harassment, discrimination, and retaliation. (Government Code 12950.1)

The district's sexual harassment training and education program shall include, but is not limited to, the following: (Government Code 12950.1; 2 CCR 11024)

1. Information and practical guidance regarding federal and state laws concerning the prohibition, prevention, and correction of sexual harassment
2. The types of conduct that constitute sexual harassment
3. Remedies available for victims in civil actions, and potential employer/individual exposure/liability
4. Strategies to prevent harassment in the workplace
5. Supervisors' obligation to report sexual harassment, discrimination, and retaliation of which they become aware

6. Practical examples which illustrate sexual harassment, discrimination, and retaliation using training modalities such as role plays, case studies, and group discussions, based on factual scenarios taken from case law, news and media accounts, and hypotheticals based on workplace situations and other sources
  7. The limited confidentiality of the complaint process
  8. Resources for victims of unlawful harassment, such as to whom they should report any alleged harassment
  9. Steps necessary to take appropriate remedial measures to correct harassing behavior, which includes the district's obligation to conduct an effective workplace investigation of a harassment complaint
  10. What to do if the supervisor is personally accused of harassment
  11. The essential elements of the district's anti-harassment policy, and how to use the policy if a harassment complaint is filed
- Employees shall receive a copy of the district's sexual harassment policy and administrative regulations, which they shall read and acknowledge that they have received.
12. Information, including practical examples, of harassment based on sex, gender identity, gender expression, and sexual orientation
  13. Prevention of abusive conduct, including a review of the definition and elements of abusive conduct pursuant to Government Code 12950.1, the negative effects that abusive conduct has on the victim and others in the workplace, the detrimental consequences of this conduct on employee productivity and morale, and that a single act does not constitute abusive conduct unless the act is severe or egregious

The Superintendent or designee shall retain for at least two years the records of any training provided to employees. Such records shall include, but are not limited to, the names of trained employees, date of the training, the sign in sheet, a copy of all certificates of attendance or completion issued, the type of training, a copy of all written or recorded materials that comprise the training, and name of the training provider. (2 CCR 11024)

Additionally, the Superintendent or designee shall ensure that Title IX Coordinators, investigators, decision-makers, and any person who facilitates an informal resolution process, receive training in accordance with 34 CFR 106.45, including the definition of sexual harassment specified in 34 CFR 106.30, the scope of the district's education program or activity, how to conduct an investigation and grievance process including hearings, appeals, and informal resolution processes, as applicable, and how to serve impartially, including by avoiding prejudice of the facts at issue, conflicts of interest, and bias.

In addition, the district's Title IX sexual harassment training shall include additional training for investigators and decisionmakers. (34 CFR 106.45)

The Superintendent or designee shall retain for seven years the materials used to provide training as specified in 34 CFR 106.45, make these materials publicly available on its website, or, if the district does not maintain a website make these materials available upon request, to members of the public.

## **Notifications**

The Superintendent or designee shall notify employees that the district does not discriminate on the basis of sex as required by Title IX, that the Title IX nondiscrimination requirement extends to employment, and that inquiries about the application of Title IX to the district may be referred to the district's Title IX Coordinator and/or to the Assistant Secretary for Civil Rights, U.S. Department of Education. (34 CFR 106.8)

The district shall notify employees, bargaining units, and applicants for employment of the name or title, office address, email address, and telephone number of the district's Title IX Coordinator. (34 CFR 106.8)

The Superintendent or designee shall ensure that a copy of the accompanying Board policy and this administrative regulation:

1. Be displayed in a prominent location in the main administrative building, district office, or other area of the school where notices of district rules, regulations, procedures, and standards of conduct are posted (Education Code 231.5)
2. Be provided to every district employee at the beginning of the first quarter or semester of the school year or whenever a new employee is hired (Education Code 231.5)
3. Appear in any school or district publication that sets forth the school's or district's comprehensive rules, regulations, procedures, and standards of conduct (Education Code 231.5)
4. Be posted, along with the name or title and contact information of the Title IX Coordinator, in a prominent location on the district's website (34 CFR 106.8)
5. Be included, along with the name or title and contact information of the Title IX Coordinator, in any handbook provided to employees or employee organizations (34 CFR 106.8)

All employees shall receive a copy of an information sheet prepared by the California Civil Rights Department (CRD) or the district that contains, at a minimum, components on: (Government Code 12950)

1. The illegality of sexual harassment
2. The definition of sexual harassment under applicable state and federal law
3. A description of sexual harassment, with examples
4. The district's complaint process available to the employee
5. The legal remedies and complaint process available through CRD and the Equal Employment Opportunity Commission (EEOC)
6. Directions on how to contact CRD and the EEOC
7. The protection against retaliation provided by 2 CCR 11021 for opposing harassment prohibited by law or for filing a complaint with or otherwise participating in an investigation, proceeding, or hearing conducted by CRD and the EEOC

Additionally, the district shall post, in a prominent and accessible location, the CRD poster on discrimination in employment and the illegality of sexual harassment, and the CRD poster regarding transgender rights. (Government Code 12950)

## **Complaint Procedures**

All complaints alleging sexual harassment by and against employees shall be investigated and resolved in accordance with law and district procedures. The district's Title IX Coordinator shall review the allegations to determine the applicable procedure for responding to the complaint. All complaints that meet the definition of sexual harassment under Title IX shall be investigated and resolved in accordance with Administrative Regulation 4119.12/4219.12/4319.12 - Title IX Sexual Harassment Complaint Procedures. Other sexual harassment complaints shall be investigated and resolved in accordance with Administrative Regulation 4030 - Nondiscrimination in Employment.

If sexual harassment is found following an investigation, the Title IX Coordinator, or designee in consultation with the Title IX Coordinator, shall take prompt action to stop the sexual harassment, prevent recurrence, and address any continuing effects.

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**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.

<b>State</b>	<b>Description</b>
2 CCR 11006-11086	Discrimination in employment
2 CCR 11009	<a href="#">Employment discrimination</a>
2 CCR 11021	<a href="#">Discrimination in employment - retaliation</a>
2 CCR 11023	<a href="#">Harassment and discrimination prevention and correction</a>
2 CCR 11024	<a href="#">Required training and education on harassment based on sex, gender identity and expression, and sexual orientation</a>
2 CCR 11034	<a href="#">Terms, conditions, and privileges of employment</a>
5 CCR 4900-4965	Nondiscrimination in elementary and secondary educational programs receiving state or federal financial assistance
Ed. Code 200-262.4	<a href="#">Prohibition of discrimination</a>
Ed. Code 220.1	Prohibition of retaliation related to educational equity
Ed. Code 220.3	No requirement to disclose information related to student's sexual orientation, gender identity, or gender expression
Ed. Code 220.5	Prohibition of policies requiring disclosure of information related to student's sexual orientation, gender identity, or gender expression
Gov. Code 11135	<a href="#">Prohibition of discrimination</a>
Gov. Code 12900-12996	<a href="#">Fair Employment and Housing Act</a>
Gov. Code 12940	<a href="#">Unlawful discriminatory employment practices</a>
Gov. Code 12950	<a href="#">Sexual harassment</a>
Gov. Code 12950.1	<a href="#">Sexual harassment training</a>



Lab. Code 1101	<a href="#">Political activities of employees</a>
Lab. Code 1102.1	Discrimination: sexual orientation
Lab. Code 1197.5	<a href="#">Wages, hours, and working conditions</a>
<b>Federal</b>	<b>Description</b>
20 USC 1681-1688	Title IX of the Education Amendments of 1972; discrimination based on sex
29 CFR 1636	<a href="#">Implementation of the Pregnant Workers Fairness Act</a>
34 CFR 106.1-106.82	<a href="#">Nondiscrimination on the basis of sex in education programs or activities</a>
42 USC 2000e-2000e-17	Title VII, Civil Rights Act of 1964, as amended
42 USC 2000gg-2000gg-6	<a href="#">Pregnant Workers Fairness Act</a>
<b>Management Resources</b>	<b>Description</b>
Court Decision	Tennessee v. Cardona (2024) 737 F.Supp.3d 510
Court Decision	Olmstead v. L.C. ex rel. Zimring (1999) 527 U.S. 581
Court Decision	John T. D. v. River Delta Joint Unified School District (2021) WL 5176356
Court Decision	<a href="#">Burlington Industries v. Ellreth (1998) 118 S.Ct. 2257</a>
Court Decision	<a href="#">Department of Health Services v. Superior Court of California (2003) 31 Cal.4th 1026</a>
Court Decision	<a href="#">Faragher v. City of Boca Raton (1998) 118 S.Ct. 2275</a>
Court Decision	<a href="#">Gebser v. Lago Vista Independent School District (1998) 118 S.Ct. 1989</a>
Court Decision	<a href="#">Meritor Savings Bank, FSB v. Vinson et al. (1986) 447 U.S. 57</a>
Court Decision	<a href="#">Oncale v. Sundowner Offshore Serv. Inc. (1998) 118 S.Ct. 998</a>
Federal Register	<a href="#">Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance, May 19, 2020, Vol. 85, No. 97, pages 30026-30579</a>
U.S. DOE, Office for Civil Rights Publication	<a href="#">Dear Colleague Letter: Enforcement of Title IX under the provisions of the 2020 Title IX Rule, February 4, 2025</a>
Website	<a href="#">CSBA District and County Office of Education Legal Services</a>
Website	<a href="#">California Department of Education</a>
Website	<a href="#">California Civil Rights Department</a>
Website	<a href="#">U.S. Department of Education, Office for Civil Rights</a>
Website	<a href="#">U.S. Equal Employment Opportunity Commission</a>

## Cross References

<b>Code</b>	<b>Description</b>
0410	<a href="#"><u>Nondiscrimination In District Programs And Activities</u></a>
0450	<a href="#"><u>Comprehensive Safety Plan</u></a>
0450	<a href="#"><u>Comprehensive Safety Plan</u></a>
1312.3	<a href="#"><u>Uniform Complaint Procedures</u></a>
1312.3	<a href="#"><u>Uniform Complaint Procedures</u></a>
1312.3-E(1)	<a href="#"><u>Uniform Complaint Procedures</u></a>
1312.3-E(2)	<a href="#"><u>Uniform Complaint Procedures</u></a>
1313	<a href="#"><u>Civility</u></a>
3530	<a href="#"><u>Risk Management/Insurance</u></a>
3530	<a href="#"><u>Risk Management/Insurance</u></a>
3600	<a href="#"><u>Consultants</u></a>
4030	<a href="#"><u>Nondiscrimination In Employment</u></a>
4030	<a href="#"><u>Nondiscrimination In Employment</u></a>
4033	<a href="#"><u>Lactation Accommodation</u></a>
4040	<a href="#"><u>Employee Use Of Technology</u></a>
4040-E(1)	<a href="#"><u>Employee Use Of Technology</u></a>
4112.9	<a href="#"><u>Employee Notifications</u></a>
4112.9-E(1)	<a href="#"><u>Employee Notifications</u></a>
4117.7	<a href="#"><u>Employment Status Reports</u></a>
4118	<a href="#"><u>Dismissal/Suspension/Disciplinary Action</u></a>
4118	<a href="#"><u>Dismissal/Suspension/Disciplinary Action</u></a>
4119.12	<a href="#"><u>Title IX Sexual Harassment Complaint Procedures</u></a>
4119.12-E(1)	<a href="#"><u>Title IX Sexual Harassment Complaint Procedures</u></a>
4119.21	<a href="#"><u>Professional Standards</u></a>
4119.21-E(1)	<a href="#"><u>Professional Standards</u></a>
4119.22	<a href="#"><u>Dress And Grooming</u></a>
4131	<a href="#"><u>Staff Development</u></a>
4144	<a href="#"><u>Complaints</u></a>
4144	<a href="#"><u>Complaints</u></a>
4212.9	<a href="#"><u>Employee Notifications</u></a>
4212.9-E(1)	<a href="#"><u>Employee Notifications</u></a>

4218.1	<a href="#"><u>Dismissal/Suspension/Disciplinary Action (Merit System)</u></a>
4219.12	<a href="#"><u>Title IX Sexual Harassment Complaint Procedures</u></a>
4219.12-E(1)	<a href="#"><u>Title IX Sexual Harassment Complaint Procedures</u></a>
4219.21	<a href="#"><u>Professional Standards</u></a>
4219.21-E(1)	<a href="#"><u>Professional Standards</u></a>
4219.22	<a href="#"><u>Dress And Grooming</u></a>
4231	<a href="#"><u>Staff Development</u></a>
4244	<a href="#"><u>Complaints</u></a>
4244	<a href="#"><u>Complaints</u></a>
4300	<a href="#"><u>Administrative And Supervisory Personnel</u></a>
4300	<a href="#"><u>Administrative And Supervisory Personnel</u></a>
4312.9	<a href="#"><u>Employee Notifications</u></a>
4312.9-E(1)	<a href="#"><u>Employee Notifications</u></a>
4317.7	<a href="#"><u>Employment Status Reports</u></a>
4319.12	<a href="#"><u>Title IX Sexual Harassment Complaint Procedures</u></a>
4319.12-E(1)	<a href="#"><u>Title IX Sexual Harassment Complaint Procedures</u></a>
4319.21	<a href="#"><u>Professional Standards</u></a>
4319.21-E(1)	<a href="#"><u>Professional Standards</u></a>
4319.22	<a href="#"><u>Dress And Grooming</u></a>
4344	<a href="#"><u>Complaints</u></a>
4344	<a href="#"><u>Complaints</u></a>
5145.3	<a href="#"><u>Nondiscrimination/Harassment</u></a>
5145.3	<a href="#"><u>Nondiscrimination/Harassment</u></a>
5145.7	<a href="#"><u>Sexual Harassment</u></a>
5145.7	<a href="#"><u>Sexual Harassment</u></a>
5145.71	<a href="#"><u>Title IX Sexual Harassment Complaint Procedures</u></a>
5145.71-E(1)	<a href="#"><u>Title IX Sexual Harassment Complaint Procedures</u></a>

## **LOS MOLINOS UNIFIED SCHOOL DISTRICT**

### **AR 4319.12: Title IX Sexual Harassment Complaint Procedures**

The complaint procedures described in this administrative regulation shall be used to address any complaint governed by Title IX of the Education Amendments of 1972 alleging that a district employee, while in an education program or activity, in which a district school exercises substantial control over the context and respondent, was subjected to one or more of the following forms of sexual harassment: (34 CFR 106.30, 106.44)

1. A district employee conditioning the provision of a district aid, benefit, or service on a person's participation in unwelcome sexual conduct
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person's equal access to the district's education program or activity
3. Sexual assault, dating violence, domestic violence, or stalking as defined in 20 USC 1092 or 34 USC 12291

For a complaint governed by Title IX based on conduct that occurred, in whole or in part, between August 1, 2024 and January 9, 2025, or prior to August 14, 2020, the Title IX Coordinator shall consult with district legal counsel to determine which procedures to use.

All other complaints alleging sexual harassment brought by or against employees shall be investigated and resolved in accordance with Administrative Regulation 4030 - Nondiscrimination in Employment. The determination over which process shall be used to investigate and resolve a complaint shall be made by the district's Title IX Coordinator.

The Title IX Coordinator shall ensure that all requirements and timelines for Administrative Regulation 4030 - Nondiscrimination in Employment are concurrently met while implementing the Title IX procedure.

#### **Basic Requirements**

When implementing Title IX grievance procedures, the district shall: (34 CFR 106.45)

1. Treat complainants and respondents equitably by providing remedies to a complainant where a determination of responsibility for sexual harassment has been made against the respondent and by following a grievance process in accordance with 34 CFR 106.45 before the imposition of any disciplinary sanctions or other actions that are not supportive measures, as defined in 34 CFR 106.30, against a respondent

Remedies following a determination of responsibility for sexual harassment shall be designed to restore or preserve equal access to the district's education program or activity, and shall be provided in accordance with "Remedies," below.

2. Require an objective evaluation of all relevant evidence, including both inculpatory and exculpatory evidence, and provide that credibility determination may not be based on a person's status as complainant, respondent, or witness
3. Ensure that the Title IX Coordinator, investigator, or decisionmaker, any person that facilitates an information resolution process, does not have a conflict of interest or bias for or against

complainants or respondents generally or an individual complainant or respondent, and that such individuals receive training in accordance with 34 CFR 106.45

4. Presume that the respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process
5. Include reasonably prompt timeframes for the conclusion of the grievance procedures, including reasonably prompt timeframes for filing and resolving appeals, and informal resolution processes if appropriate and offered by the district

The district's procedures shall also include a process that allows for the temporary delay of the grievance procedures or the limited extension of timeframes for good cause with written notice to the complainant and the respondent of the delay or extension and the reasons for the action. Good cause may include considerations such as the absence of a party, a party's advisor, or a witness; concurrent law enforcement activity; or the need for language assistance or accommodation of disabilities.

6. Describe the range of, or list, the possible disciplinary sanctions and remedies that the district may implement following any determination of responsibility
7. State whether the standard of evidence to be used to determine responsibility is the preponderance of the evidence standard or the clear and convincing evidence standard, and apply the same standard of evidence to formal complaints against students and employees and to all formal complaints of sexual harassment
8. Include the procedures and permissible bases for the complainant and respondent to appeal
9. Describe the range of supportive measures available to complainants and respondents
10. Not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege

Additionally, the district shall not disclose the identity of any individual who has made a report or complaint of sex discrimination, including any individual who has made a report or filed a formal complaint of sexual harassment, any complainant, any individual who has been reported to be the perpetrator of sex discrimination, any respondent, and any witness, except as may be permitted by the Family Educational Rights and Privacy Act statute or regulations, as required by law, or to carry out the purposes of Title IX, including the conduct of any investigation, hearing, or judicial proceeding arising under Title IX. (34 CFR 106.30, 106.71)

### **Reporting Allegations/Filing a Formal Complaint**

An employee who is the alleged victim of sexual harassment may submit a report of sexual harassment to the district's Title IX Coordinator using the contact information listed in Administrative Regulation 4119.11/4219.11/4319.11 - Sexual Harassment, or to any other available school employee, who shall forward the report to the Title IX Coordinator within one workday of receiving the report.

Upon receiving such a report, the Title IX Coordinator shall inform the complainant of the right to file a formal complaint and the process for filing a formal complaint. (34 CFR 106.44)

A formal complaint shall include the complainant's physical or digital signature, or another indication that the complainant is the person filing the complaint, and be filed with the Title IX Coordinator in person, by

mail, by email, or by any other method authorized by the district. (34 CFR 106.30)

If the district has actual knowledge of sexual harassment or allegations of sexual harassment but the alleged victim does not file a formal complaint, the Title IX Coordinator may file a formal complaint and, in situations when an imminent safety threat exists, shall file a formal complaint. In such cases, the Title IX Coordinator shall provide the alleged victim notices as required by the Title IX regulations at specific points in the complaint process.

### **Supportive Measures**

Upon receipt of a report of Title IX sexual harassment, the Title IX Coordinator shall promptly contact the complainant to discuss the availability of supportive measures and shall consider the complainant's wishes with respect to the supportive measures implemented. Supportive measures shall be offered as appropriate, as reasonably available, and without charge to the complainant or the respondent before or after the filing of a formal complaint or even if no formal complaint has been filed. Such measures shall be nondisciplinary, nonpunitive, and designed to restore or preserve equal access to the district's education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the district's educational environment or to deter sexual harassment. Supportive measures may include, but are not limited to, counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact, changes in work or housing locations, leaves of absence, increased security, and monitoring of certain areas of the campus. (34 CFR 106.30, 106.44)

The district shall maintain as confidential any supportive measures provided to the complainant or respondent, to the extent that maintaining such confidentiality would not impair the district's ability to provide the supportive measures. (34 CFR 106.30)

### **Emergency Removal from School**

If a district employee is the respondent, the employee may be placed on administrative leave during the pendency of the formal complaint process. (34 CFR 106.44)

If a student is the respondent, the district may remove the student from the district's education program or activity, on an emergency basis, provided that the district conducts an individualized safety and risk analysis, determines that removal is justified due to an immediate threat to the physical health or safety of any student or other individual arising from the allegations, and provides the student with notice and an opportunity to challenge the decision immediately following the removal.

Any such removal may not constitute discipline for student record purposes or Board Policy 5144 - Discipline. Additionally, this authority to remove a student does not modify a student's rights under the Individuals with Disabilities Education Act or Section 504 of the Rehabilitation Act of 1973. (34 CFR 106.44)

### **Dismissal of Complaint**

The Title IX Coordinator shall dismiss a formal complaint if the alleged conduct would not constitute sexual harassment as defined in 34 CFR 106.30. Additionally, the Title IX Coordinator shall dismiss a formal complaint in which the alleged conduct did not occur in the district's education program or activity or did not occur against a person in the United States. In addition, the Title IX Coordinator may dismiss a formal complaint if the complainant notifies the district in writing that the complainant would like to withdraw the

complaint or any allegations in the complaint, the respondent is no longer enrolled or employed by the district, or sufficient circumstances prevent the district from gathering evidence sufficient to reach a determination with regard to the complaint. (34 CFR 106.45)

Upon dismissal, the Title IX Coordinator shall promptly send written notice of the dismissal and the reasons for the dismissal simultaneously to the parties, and shall inform them of their right to appeal the dismissal in accordance with the appeal procedures described in the section "Appeals," below. (34 CFR 106.45)

If a complaint is dismissed, the conduct may still be addressed pursuant to Administrative Regulation 4030 - Nondiscrimination in Employment, as applicable.

### **Informal Resolution Process**

When a formal complaint of sexual harassment is filed the district may offer an informal resolution process, such as mediation, at any time prior to reaching a determination regarding responsibility. (34 CFR 106.45)

The district shall not require a party to participate in the informal resolution process or to waive the right to an investigation and adjudication of a formal complaint, including that the district shall not require such waiver as a condition of enrollment or employment or continuing employment. (34 CFR 106.45)

As a part of an informal resolution, the parties may agree upon discipline such as suspension or expulsion without the need for an investigation.

The district may facilitate an informal resolution process provided that the district: (34 CFR 106.45)

1. Provides the parties with written notice disclosing the allegations; the requirements of the informal resolution process, including the circumstances under which it precludes the parties from resuming a formal complaint arising from the same allegations; the right to withdraw from the informal process and resume the formal complaint process at any time prior to agreeing to a resolution; and any consequences resulting from the informal resolution process, including that records will be maintained or could be shared
2. Obtains the parties' voluntary, written consent to the informal resolution process
3. Does not offer or facilitate an informal resolution process to resolve allegations that an employee sexually harassed a student

### **Written Notice**

If a formal complaint is filed, the Title IX Coordinator shall provide the known parties with written notice of the following: (34 CFR 106.45)

1. The district's complaint process, including any informal resolution process
2. The allegations potentially constituting sexual harassment with sufficient details known at the time, including the identity of parties involved in the incident, if known, the conduct allegedly constituting sexual harassment, and the date and location of the alleged incident

Such notice shall be provided with sufficient time for the parties to prepare a response before any initial interview. If, during the course of the investigation, new Title IX allegations arise about the complainant or respondent that are not included in the initial notice, the Title IX Coordinator shall

provide notice of the additional allegations to the parties.

3. A statement that the respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the complaint process
4. The opportunity for the parties to have an advisor of their choice who may be, but is not required to be, an attorney, and the ability to inspect and review evidence
5. The prohibition against knowingly making false statements or knowingly submitting false information during the complaint process

The above notice may also include the name of the investigator, facilitator of an informal process, and decisionmaker and inform the parties that, if at any time a party has concerns regarding conflict of interest or bias regarding any of these persons, the party should immediately notify the Title IX Coordinator.

### **Consolidation of Complaints**

When the allegations of sexual harassment arise out of the same facts or circumstances, the district may consolidate formal complaints alleging sexual harassment against more than one respondent; by more than one complainant against one or more respondents; or by one party against another party. (34 CFR 106.45)

### **Investigation Procedures**

During the investigation process, the district's designated investigator shall: (34 CFR 106.45)

1. Provide an equal opportunity for the parties to present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence
2. Not restrict the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence
3. Provide the parties with the same opportunities to have others present during any grievance proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice, who may be, but is not required to be, an attorney
4. Not limit the choice or presence of an advisor for either the complainant or respondent in any meeting or grievance proceeding, although the district may establish restrictions regarding the extent to which the advisor may participate in the proceedings as long as the restrictions apply equally to both parties
5. Provide, to a party whose participation is invited or expected, written notice of the date, time, location, participants, and purpose of all investigative interviews or other meetings, with sufficient time for the party to prepare to participate
6. Provide both parties an equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in a formal complaint including evidence that the district does not intend to rely on in reaching a determination regarding responsibility and inculpatory and exculpatory evidence whether obtained from a party or other source so that each party can meaningfully respond to the evidence prior to conclusion of the investigation
7. Send in an electronic format or hard copy to both parties and their advisors, if any, the evidence obtained as part of the investigation that is directly related to the allegations raised in the complaint,



and provide the parties at least 10 days to submit a written response for the investigator to consider prior to the completion of the investigative report

8. Create an investigative report that fairly summarizes relevant evidence and, at least 10 days prior to the determination of responsibility, send to the parties and their advisors, if any, the investigative report in an electronic format or a hard copy, for their review and written response

Questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence are offered to prove that someone other than the respondent committed the conduct alleged by the complainant or if the questions and evidence concern specific incidents of the complainant's prior sexual behavior with respect to the respondent and are offered to prove consent.

Privacy rights of all parties to the complaint shall be maintained in accordance with applicable state and federal laws.

If the complaint is against an employee, rights conferred under an applicable collective bargaining agreement shall be applied to the extent they do not conflict with the Title IX requirements.

### **Written Decision**

The Superintendent shall designate an employee as the decisionmaker to determine responsibility for the alleged conduct, who shall not be the Title IX Coordinator or a person involved in the investigation. (34 CFR 106.45)

After the investigative report has been sent to the parties but before reaching a determination regarding responsibility, the decisionmaker shall afford each party the opportunity to submit written, relevant questions that the party wants asked of any party or witness, provide each party with the answers, and allow for additional, limited follow-up questions from each party.

The decisionmaker shall issue, and simultaneously provide to both parties, a written decision as to the scope of the respondent's responsibility for the alleged conduct, if any. (34 CFR 106.45)

The written decision shall be issued within 60 calendar days of the receipt of the complaint.

The district may extend the timeline for good cause with written notice to the complainant and respondent of the extension and the reasons for the action. (34 CFR 106.45)

In making this determination, the decisionmaker shall use the "preponderance of the evidence" standard for all formal complaints of sexual harassment. The same standard of evidence shall be used for formal complaints against students as for complaints against employees. (34 CFR 106.45)

The written decision shall include the following: (34 CFR 106.45)

1. Identification of the allegations potentially constituting sexual harassment as defined in 34 CFR 106.30
2. A description of the procedural steps taken from receipt of the formal complaint through the written decision, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held if the district includes hearings as part of

the grievance process

3. Findings of fact supporting the determination
4. Conclusions regarding the application of the district's code of conduct or policies to the facts
5. A statement of, and rationale for, the result as to each allegation, including a decision regarding responsibility, any disciplinary sanctions the district imposes on the respondent, and whether remedies designed to restore or preserve equal access to the district's educational program or activity will be provided by the district to the complainant
6. The district's procedures and permissible bases for the complainant and respondent to appeal

## **Appeals**

Either party may appeal the written decision or dismissal of a formal complaint or any allegation in the complaint, if the party believes that a procedural irregularity affected the outcome, new evidence is available that was not reasonably available at the time the determination regarding responsibility or dismissal was made that could affect the outcome, or a conflict of interest or bias by the Title IX Coordinator, investigator(s), or decisionmaker(s) affected the outcome.

If an appeal is filed, the district shall: (34 CFR 106.45)

1. Notify the other party in writing when an appeal is filed and implement appeal procedures equally for both parties
2. Ensure that the decisionmaker(s) for the appeal is trained in accordance with 34 CFR 106.45 and is not the same decisionmaker(s) who reached the determination regarding responsibility or dismissal, the investigator(s), or the Title IX Coordinator
3. Give both parties a reasonable, equal opportunity to submit a written statement in support of, or challenging, the outcome
4. Issue a written decision describing the result of the appeal and the rationale for the result
5. Provide the written decision simultaneously to both parties

An appeal shall be filed in writing within 10 calendar days of receiving the notice of the decision or dismissal, stating the grounds for the appeal and including any relevant documentation in support of the appeal. Appeals submitted after this deadline are not timely and shall not be considered.

A written decision shall be provided to the parties within 20 calendar days from the receipt of the appeal.

Either party has the right to file a complaint with the U.S. Department of Education's Office for Civil Rights within 180 days of the date of the most recently alleged misconduct.

The complainant shall be advised of any civil law remedies, including, but not limited to, injunctions, restraining orders, or other remedies or orders that may be available under state or federal antidiscrimination laws, if applicable.

## **Remedies**

When a determination of responsibility for sexual harassment has been made against the respondent, the district shall provide remedies to the complainant as appropriate. Such remedies may include the same individualized services described above in the section "Supportive Measures," but need not be nondisciplinary or nonpunitive and need not avoid burdening the respondent. (34 CFR 106.45)

### **Disciplinary Actions**

The district may impose disciplinary sanctions or other actions after the complaint procedure has been completed and a determination of responsibility has been made. (34 CFR 106.44, 106.45)

When an employee is found to have committed sexual harassment or retaliation, the district shall take appropriate disciplinary action, up to and including dismissal, in accordance with applicable law and collective bargaining agreement.

### **Record-Keeping**

The Superintendent or designee shall maintain, for a period of seven years: (34 CFR 106.45)

1. A record of all reported cases and Title IX investigations of sexual harassment, any determinations of responsibility, any audio or audiovisual recording and transcript if applicable, any disciplinary sanctions imposed, any remedies provided to the complainant, and any appeal or informal resolution and the results therefrom
2. A record of any actions, including supportive measures, taken in response to a report or formal complaint of sexual harassment, including the district's basis for its conclusion that its response was not deliberately indifferent, the measures taken that were designed to restore or preserve equal access to the education program or activity, and, if no supportive measures were provided to the complainant, the reasons that such a response was not unreasonable in light of the known circumstances
3. All materials used to train the Title IX Coordinator, investigator(s), decisionmaker(s), and any person who facilitates an informal resolution process

The district shall make such training materials publicly available on its website, or if the district does not maintain a website, available upon request by members of the public.

For complaints containing allegations of childhood sexual assault, the Superintendent or designee shall also indefinitely maintain the following: (Code of Civil Procedure 340.1)

1. A record of the allegation(s)
2. A record of the investigation procedures followed
3. A record of the written determination
4. A record of the corrective action implemented, if any
5. A record of any appeals and the outcome of the same
6. All training materials addressing the prohibition and investigation of childhood sexual assault

Additionally, the Superintendent or designee shall indefinitely maintain a record of insurance which evidences the district's coverage for acts of sexual assault.

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<b>State</b>	<b>Description</b>
5 CCR 4600-4670	Uniform complaint procedures
5 CCR 4900-4965	Nondiscrimination in elementary and secondary educational programs receiving state or federal financial assistance
Civ. Code 1714.1	<a href="#">Liability of parent/guardian for act of willful misconduct by a minor</a>
Civ. Code 51.9	<a href="#">Liability for sexual harassment; business, service and professional relationships</a>
Ed. Code 200-262.4	<a href="#">Prohibition of discrimination</a>
Ed. Code 48900	<a href="#">Grounds for suspension or expulsion</a>
Ed. Code 48900.2	<a href="#">Additional grounds for suspension or expulsion; sexual harassment</a>
Ed. Code 48985	<a href="#">Notices to parents/guardian in language other than English</a>
Gov. Code 12950.1	<a href="#">Sexual harassment training</a>
<b>Federal</b>	<b>Description</b>
20 USC 1092	<a href="#">Definition of sexual assault</a>
20 USC 1221	<a href="#">Application of laws</a>
20 USC 1232g	<a href="#">Family Educational Rights and Privacy Act (FERPA) of 1974</a>
20 USC 1681-1688	Title IX of the Education Amendments of 1972; discrimination based on sex
34 CFR 106.1-106.82	<a href="#">Nondiscrimination on the basis of sex in education programs or activities</a>
34 CFR 99.1-99.67	<a href="#">Family Educational Rights and Privacy</a>
34 USC 12291	<a href="#">Definition of dating violence, domestic violence, and stalking</a>
42 USC 1983	<a href="#">Civil action for deprivation of rights</a>
42 USC 2000d-2000d-7	Title VI, Civil Rights Act of 1964
42 USC 2000e-2000e-17	Title VII, Civil Rights Act of 1964, as amended
<b>Management Resources</b>	<b>Description</b>
Court Decision	Tennessee v. Cardona (2024) 737 F.Supp.3d 510

Court Decision	<a href="#">Reese v. Jefferson School District (2001, 9th Cir.) 208 F.3d 736</a>
Court Decision	<a href="#">Davis v. Monroe County Board of Education (1999) 526 U.S. 629</a>
Court Decision	<a href="#">Gebser v. Lago Vista Independent School District (1998) 524 U.S. 274</a>
Court Decision	<a href="#">Oona by Kate S. v. McCaffrey (1998, 9th Cir.) 143 F.3d 473</a>
Court Decision	<a href="#">Doe v. Petaluma City School District (1995, 9th Cir.) 54 F.3d 1447</a>
Court Decision	<a href="#">Donovan v. Poway Unified School District (2008) 167 Cal.App.4th 567</a>
Court Decision	<a href="#">Flores v. Morgan Hill Unified School District (2003, 9th Cir.) 324 F.3d 1130</a>
Federal Register	<a href="#">Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance, May 19, 2020, Vol. 85, No. 97, pages 30026-30579</a>
U.S. DOE, Office for Civil Rights Publication	<a href="#">Dear Colleague Letter: Enforcement of Title IX under the provisions of the 2020 Title IX Rule, February 4, 2025</a>
U.S. DOJ, FBI Publication	<a href="#">National Incident-Based Reporting System</a>
Website	<a href="#">U.S. Department of Justice, Federal Bureau of Investigation</a>
Website	<a href="#">CSBA District and County Office of Education Legal Services</a>
Website	<a href="#">CSBA</a>
Website	<a href="#">California Department of Education</a>
Website	<a href="#">U.S. Department of Education, Office for Civil Rights</a>

## Cross References

Code	Description
0410	<a href="#">Nondiscrimination In District Programs And Activities</a>
1312.3	<a href="#">Uniform Complaint Procedures</a>
1312.3	<a href="#">Uniform Complaint Procedures</a>
1312.3-E(1)	<a href="#">Uniform Complaint Procedures</a>
1312.3-E(2)	<a href="#">Uniform Complaint Procedures</a>
1313	<a href="#">Civility</a>
3580	<a href="#">District Records</a>
3580	<a href="#">District Records</a>
3600	<a href="#">Consultants</a>
4030	<a href="#">Nondiscrimination In Employment</a>

4030	<a href="#"><u>Nondiscrimination In Employment</u></a>
4033	<a href="#"><u>Lactation Accommodation</u></a>
4117.7	<a href="#"><u>Employment Status Reports</u></a>
4118	<a href="#"><u>Dismissal/Suspension/Disciplinary Action</u></a>
4118	<a href="#"><u>Dismissal/Suspension/Disciplinary Action</u></a>
4119.11	<a href="#"><u>Sexual Harassment</u></a>
4119.11	<a href="#"><u>Sexual Harassment</u></a>
4131	<a href="#"><u>Staff Development</u></a>
4218	<a href="#"><u>Dismissal/Suspension/Disciplinary Action</u></a>
4218	<a href="#"><u>Dismissal/Suspension/Disciplinary Action</u></a>
4219.11	<a href="#"><u>Sexual Harassment</u></a>
4219.11	<a href="#"><u>Sexual Harassment</u></a>
4317.7	<a href="#"><u>Employment Status Reports</u></a>
4319.11	<a href="#"><u>Sexual Harassment</u></a>
4319.11	<a href="#"><u>Sexual Harassment</u></a>
5145.7	<a href="#"><u>Sexual Harassment</u></a>
5145.7	<a href="#"><u>Sexual Harassment</u></a>
5145.71	<a href="#"><u>Title IX Sexual Harassment Complaint Procedures</u></a>
5145.71-E(1)	<a href="#"><u>Title IX Sexual Harassment Complaint Procedures</u></a>

## **LOS MOLINOS UNIFIED SCHOOL DISTRICT**

### **Exhibit 4319.12-E(1): Title IX Sexual Harassment Complaint Procedures**

#### **NOTICE OF TITLE IX SEXUAL HARASSMENT POLICY**

The district shall not discriminate on the basis of sex in any education program or activity that it operates. The prohibition against discrimination on the basis of sex is required by federal law (20 USC 1681-1688; 34 CFR Part 106) and extends to admission and employment. The district also prohibits retaliation against any employee for filing a complaint or exercising any right granted under Title IX.

The district shall take prompt and equitable action to address any potential Title IX violations that are brought to its attention. Any inquiries about the application of Title IX, this notice, and who is protected by Title IX may be referred to the district's Title IX Coordinator, to the Assistant Secretary for Civil Rights of the U.S. Department of Education, or both.

The following employee serves as the district's Title IX Coordinator and is responsible for addressing concerns or inquiries regarding discrimination on the basis of sex, including sexual harassment:

**Superintendent**

(name and/or title/position)

**7851 Hwy 99E Los Molinos, CA 96055**

(address)

**530-384-7826**

(telephone number)

**smojsich@lmusd.net**

(email address)

Any individual may report sex discrimination, including sexual harassment, to the Title IX Coordinator or any other school employee at any time, including during non-business hours, by mail, phone, or email. During district business hours, reports may also be made in person. Upon receiving an allegation of sexual harassment, the Title IX Coordinator shall promptly notify the parties, in writing, of the applicable district complaint procedure.

To view an electronic copy of the district's policies and administrative regulations on sexual harassment, including the grievance process that complies with 34 CFR 106.45, please see Board Policy/Administrative Regulation 4119.11/4219.11/4319.11 - Sexual Harassment, and Administrative Regulation 4119.12/4219.12/4319.12 - Title IX Sexual Harassment Complaint Procedures, on the district's website at [lmusd.net](http://lmusd.net).

To inspect or obtain a copy of the district's sexual harassment policies and administrative regulations, please contact: 7851 Hwy 99E Los Molinos, CA 96055 530-384-7826 [smojsich@lmusd.net](mailto:smojsich@lmusd.net).

Materials used to train the Title IX Coordinator, investigator(s), decisionmaker(s), and any person(s) who facilitates an informal resolution process, are also publicly available on the district's website or at the district office upon request.

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5 CCR 4600-4670	Uniform complaint procedures
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Civ. Code 51.9	<u>Liability for sexual harassment; business, service and professional relationships</u>
Ed. Code 200-262.4	<u>Prohibition of discrimination</u>
Ed. Code 48900	<u>Grounds for suspension or expulsion</u>
Ed. Code 48900.2	<u>Additional grounds for suspension or expulsion; sexual harassment</u>
Ed. Code 48985	<u>Notices to parents/guardian in language other than English</u>
Gov. Code 12950.1	<u>Sexual harassment training</u>
<b>Federal</b>	<b>Description</b>
20 USC 1092	<u>Definition of sexual assault</u>
20 USC 1221	<u>Application of laws</u>
20 USC 1232g	<u>Family Educational Rights and Privacy Act (FERPA) of 1974</u>
20 USC 1681-1688	Title IX of the Education Amendments of 1972; discrimination based on sex
34 CFR 106.1-106.82	<u>Nondiscrimination on the basis of sex in education programs or activities</u>
34 CFR 99.1-99.67	<u>Family Educational Rights and Privacy</u>
34 USC 12291	<u>Definition of dating violence, domestic violence, and stalking</u>
42 USC 1983	<u>Civil action for deprivation of rights</u>
42 USC 2000d-2000d-7	Title VI, Civil Rights Act of 1964
42 USC 2000e-2000e-17	Title VII, Civil Rights Act of 1964, as amended
<b>Management Resources</b>	<b>Description</b>
Court Decision	Tennessee v. Cardona (2024) 737 F.Supp.3d 510
Court Decision	<u>Reese v. Jefferson School District (2001, 9th Cir.) 208 F.3d 736</u>
Court Decision	<u>Davis v. Monroe County Board of Education (1999) 526 U.S. 629</u>



Court Decision	<a href="#"><u>Gebser v. Lago Vista Independent School District (1998) 524 U.S. 274</u></a>
Court Decision	<a href="#"><u>Oona by Kate S. v. McCaffrey (1998, 9th Cir.) 143 F.3d 473</u></a>
Court Decision	<a href="#"><u>Doe v. Petaluma City School District (1995, 9th Cir.) 54 F.3d 1447</u></a>
Court Decision	<a href="#"><u>Donovan v. Poway Unified School District (2008) 167 Cal.App.4th 567</u></a>
Court Decision	<a href="#"><u>Flores v. Morgan Hill Unified School District (2003, 9th Cir.) 324 F.3d 1130</u></a>
Federal Register	<a href="#"><u>Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance, May 19, 2020, Vol. 85, No. 97, pages 30026-30579</u></a>
U.S. DOE, Office for Civil Rights Publication	<a href="#"><u>Dear Colleague Letter: Enforcement of Title IX under the provisions of the 2020 Title IX Rule, February 4, 2025</u></a>
U.S. DOJ, FBI Publication	<a href="#"><u>National Incident-Based Reporting System</u></a>
Website	<a href="#"><u>U.S. Department of Justice, Federal Bureau of Investigation</u></a>
Website	<a href="#"><u>CSBA District and County Office of Education Legal Services</u></a>
Website	<a href="#"><u>CSBA</u></a>
Website	<a href="#"><u>California Department of Education</u></a>
Website	<a href="#"><u>U.S. Department of Education, Office for Civil Rights</u></a>

## Cross References

Code	Description
0410	<a href="#"><u>Nondiscrimination In District Programs And Activities</u></a>
1312.3	<a href="#"><u>Uniform Complaint Procedures</u></a>
1312.3	<a href="#"><u>Uniform Complaint Procedures</u></a>
1312.3-E(1)	<a href="#"><u>Uniform Complaint Procedures</u></a>
1312.3-E(2)	<a href="#"><u>Uniform Complaint Procedures</u></a>
1313	<a href="#"><u>Civility</u></a>
3580	<a href="#"><u>District Records</u></a>
3580	<a href="#"><u>District Records</u></a>
3600	<a href="#"><u>Consultants</u></a>
4030	<a href="#"><u>Nondiscrimination In Employment</u></a>
4030	<a href="#"><u>Nondiscrimination In Employment</u></a>
4033	<a href="#"><u>Lactation Accommodation</u></a>

4117.7	<u>Employment Status Reports</u>
4118	<u>Dismissal/Suspension/Disciplinary Action</u>
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5145.7	<u>Sexual Harassment</u>
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5145.71-E(1)	<u>Title IX Sexual Harassment Complaint Procedures</u>

## **LOS MOLINOS UNIFIED SCHOOL DISTRICT**

### **BP 5141.52: Suicide Prevention**

The Governing Board recognizes that suicide is a leading cause of death among youth, that prevention is a collective effort that requires stakeholder engagement, and that school personnel who regularly interact with students are often in a position to recognize the warning signs of suicide and to offer appropriate referral and/or assistance. In an effort to reduce suicidal behavior, its impact on students and families, and other associated trauma, the Superintendent or designee shall develop measures, strategies, practices, and supports for suicide prevention, intervention, and postvention.

In developing and updating district policy and procedures for suicide prevention, intervention, and postvention, the Superintendent or designee shall consult with school and community stakeholders, school-employed mental health professionals, and suicide prevention experts. If the policy will affect K-6 students, the county mental health plan shall also be consulted. (Education Code 215)

School and community stakeholders and school mental health professionals with whom the Superintendent or designee shall consult may include district and school administrators, school counselors, school psychologists, school social workers, school nurses, other staff, parents/guardians and caregivers, students, local health agencies, mental health professionals, community organizations, law enforcement, legal counsel, and/or the district's risk manager or insurance carrier. The Superintendent or designee may also collaborate with county and/or city governments in an effort to align district policy with any existing community suicide prevention plans.

When developing or reviewing district policy on suicide prevention, the Superintendent or designee may make a recommendation regarding the need to hire a mental health professional for the district, or for any school that is not currently served by a mental health professional, and the possible funding source(s) for such hiring.

Measures and strategies for suicide prevention, intervention, and postvention shall include, but are not limited to:

1. Staff development on suicide awareness and prevention for teachers, interns, school counselors, and others who interact with students, including, as appropriate, substitute teachers, coaches, expanded day learning staff, crossing guards, tutors, and volunteers
2. Instruction to students in problem-solving, coping, and resiliency skills to promote students' mental, emotional, and social health and well-being; help-seeking strategies and resources; and instruction in recognizing and appropriately responding to warning signs of suicidal intent in others
3. Methods for promoting a positive school climate that enhances students' feelings of connectedness with the school and that is characterized by caring staff and harmonious relationships among students
4. The review of materials and resources used in awareness efforts and communications to ensure they align with best practices for safe and effective messaging about suicide

5. The provision of information to parents/guardians and caregivers regarding risk and protective factors, warning signs of suicide, the severity of the suicide problem among youth, the district's suicide prevention curriculum, the district's suicide prevention policy and procedures, basic steps for helping suicidal youth, the importance of communicating with appropriate staff if suicide risk is present or suspected, access to suicide prevention training, and/or school and community resources that can help youth in crisis
6. Encouragement for students to notify appropriate school personnel or other adults when they are experiencing thoughts of suicide or when they suspect or have knowledge of another student's suicidal intentions
7. Crisis intervention protocols for addressing suicide threats or attempts
8. Counseling and other postvention strategies for helping students, staff, and others cope in the aftermath of a student's suicide
9. Establishment of district and/or school-site crisis intervention team(s) to ensure the proper implementation and review of this policy and other district practices related to the emotional and behavioral wellness of students, including, but not limited to, the oversight of mental health and suicide prevention training, ensuring the suicide prevention policy, protocols, and resources are posted on the district and school websites, collaboration with community mental health organizations, identification of resources and organizations that provide evidence-based treatment, collaboration to build community response, and compliance with Education Code 215

As appropriate, these measures and strategies shall specifically address the needs of students who are at high risk of suicide, including, but not limited to, students who are bereaved by suicide; students with exceptional needs, mental illness, or substance use disorders; students who are experiencing homelessness or who are in out-of-home settings such as foster care; and students who are lesbian, gay, bisexual, transgender, or questioning. (Education Code 215)

In order to address mental health disabilities, the district may, as appropriate and in accordance with law, develop trauma-informed crisis management procedures that include an individualized assessment of the student's circumstances; provide and facilitate access to mental health evaluations and services; reasonably modify policies, such as attendance policies, for individual students; and train staff to recognize and respond appropriately to signs of distress and suicidal ideation in students.

The Superintendent or designee shall establish a process for school staff to maintain daily or regular contact with all students, including during distance learning and school closures, and for such staff to communicate any concerns about a student's emotional wellbeing and/or safety to the appropriate authorities.

Additionally, the Superintendent or designee shall ensure that school-based mental health professionals maintain regular contact with high-risk students, students who are on their caseloads, and those who are identified by staff as demonstrating need.

The Board shall ensure that suicide prevention measures and strategies for students in grades K-6 are age appropriate and delivered and discussed in a manner that is sensitive to the needs of young students. (Education Code 215)

If a referral is made for mental health or related services for a student in grade K-6 who is a Medi-Cal beneficiary, the Superintendent or designee shall coordinate and consult with the county mental health

plan. (Education Code 215)

District employees shall act only within the authorization and scope of their credential or license. Nothing in this policy shall be construed as authorizing or encouraging district employees to diagnose or treat mental illness unless they are specifically licensed and employed to do so. (Education Code 215)

When the district determines that a student is in need of mental or behavioral health services, the services shall be provided in accordance with protocols specified in Board Policy 5141.5 - Mental Health.

The Board shall review, and update as necessary, this policy at least every five years. The Board may, at its discretion, review the policy more frequently. (Education Code 215)

The Superintendent or designee shall periodically review district data pertaining to school climate and reports of suicidal ideation, attempts, or death to identify patterns or trends and make recommendations regarding program development.

The Superintendent or designee shall post this policy on the district's website, in a prominent location and in a manner that is easily accessible to parents/guardians and students. (Education Code 234.6)

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<b>State</b>	<b>Description</b>
Ed. Code 215	<u>Suicide prevention policies</u>
Ed. Code 215.5	<u>Student identification cards; inclusion of safety hotlines</u>
Ed. Code 216	<u>Suicide prevention online training programs</u>
Ed. Code 218.3	Training curriculum to support lesbian, gay, bisexual, queer, and questioning students
Ed. Code 234.6	<u>Bullying and harassment prevention information</u>
Ed. Code 32280-32289.5	<u>School safety plans</u>
Ed. Code 49060-49079	<u>Student records</u>
Ed. Code 49428.15	<u>Identification of evidence-based and evidence-informed training programs for schools to address youth behavioral health</u>
Ed. Code 49428.2	Referral protocols for addressing student behavioral health concerns in grades 7-12; certification of youth behavioral health training for employees
Ed. Code 49428.5	<u>Student mental health poster</u>
Ed. Code 49429	Telehealth technology in schools
Ed. Code 49602	<u>Counseling and confidentiality of student information</u>

Ed. Code 49604

Gov. Code 810-996.6

Pen. Code 11164-11174.3

W&I Code 5698

W&I Code 5850-5886

### **Federal**

42 USC 290bb-33

### **Management Resources**

California Department of Education  
Publication

California Department of Education  
Publication

California Department of Education  
Publication

CALSCHLS Publication

CALSCHLS Publication

CALSCHLS Publication

CDC and Prevention Publication

Court Decision

Each Mind Matters Publication

Heard Alliance Publication

Mental Health Svcs Oversight &  
Accountability Pub

Mental Health Svcs Oversight &  
Accountability Pub

Nat'l Assoc. of School Psychologists  
Publication

Nat's Assoc. of School Psychologists  
Publication

Nat's Assoc. of School Psychologists  
Publication

Suicide prevention training for school counselors

Government Claims Act

Child Abuse and Neglect Reporting Act

System of care for children and youth with serious emotional  
disturbance

Children's Mental Health Services Act

### **Description**

Suicide Training and Awareness Nationally Delivered for  
Universal Prevention Act of 2021

### **Description**

Model Youth Suicide Prevention Policy for Local Educational  
Agencies that Serve Kindergarten through Twelfth Grade Students,  
February 2023

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

California School Staff Survey (CSSS)

California School Parent Survey (CSPS)

California Healthy Kids Survey (CHKS)

School Connectedness: Strategies for Increasing Protective  
Factors Among Youth, 2009

Corales v. Bennett (Ontario-Montclair School District) (2009) 567  
F.3d 554

Making Headlines: Guide to Engaging the Media in Suicide  
Prevention in California, 2012

K-12 Toolkit for Mental Health Promotion and Suicide Prevention,  
2017

Accelerating Transformational Change: Strategic Plan for 2024-  
2027

Striving for Zero: California's Strategic Plan for Suicide Prevention  
2020-2025

Preventing Suicide: Guidelines for Administrators and Crisis  
Teams, 2015

Conducting a Virtual Suicide Assessment Checklist

Comprehensive School Suicide Prevention in a Time of Distance  
Learning, 2020

Suicide Prevention Resource Center Publication	<a href="#"><u>After a Suicide: A Toolkit for Schools, 2nd Edition, 2018</u></a>
U.S. Dept. of Health & Human Services Publication	<a href="#"><u>Preventing Suicide: A Toolkit for High Schools, 2012</u></a>
U.S. Dept. of Health & Human Services Publication	<a href="#"><u>National Strategy for Suicide Prevention: Goals and Objectives for Action, rev. 2012</u></a>
USDOE Ofc for Civil Rights, USDOJ Civil Rights Pub	<a href="#"><u>Supporting and Protecting the Rights of Students at Risk of Self-Harm in the Era of COVID-19, October 2021</u></a>
Website	<a href="#"><u>California Department of Public Health, Office of Suicide Prevention</u></a>
Website	<a href="#"><u>Mental Health Evaluation, Training, Research, and Innovation Center for Schools (METRICS)</u></a>
Website	<a href="#"><u>CalHOPE Schools Initiative</u></a>
Website	<a href="#"><u>California Surgeon General, Safe Spaces: Trauma-Informed Training</u></a>
Website	<a href="#"><u>Schoolsafety.gov</u></a>
Website	<a href="#"><u>CSBA District and County Office of Education Legal Services</u></a>
Website	<a href="#"><u>Suicide Prevention Messaging</u></a>
Website	<a href="#"><u>National Action Alliance for Suicide Prevention</u></a>
Website	<a href="#"><u>Mental Health Services Oversight and Accountability Commission</u></a>
Website	<a href="#"><u>HEARD Alliance</u></a>
Website	<a href="#"><u>Each Mind Matters: California's Mental Health Movement</u></a>
Website	<a href="#"><u>Crisis Text Line</u></a>
Website	<a href="#"><u>California School Climate, Health, and Learning Surveys (CalSCHLS)</u></a>
Website	<a href="#"><u>California Mental Health Services Authority</u></a>
Website	<a href="#"><u>Suicide Prevention Lifeline</u></a>
Website	<a href="#"><u>Suicide Prevention Resource Center</u></a>
Website	<a href="#"><u>National Child Traumatic Stress Network</u></a>
Website	<a href="#"><u>Substance Abuse and Mental Health Services Administration</u></a>
Website	<a href="#"><u>Trevor Project</u></a>
Website	<a href="#"><u>American Academy of Pediatrics</u></a>
Website	<a href="#"><u>American Association of Suicidology</u></a>
Website	<a href="#"><u>American Foundation for Suicide Prevention</u></a>
Website	<a href="#"><u>American Psychological Association</u></a>

Website	<a href="#"><u>California Department of Education, Mental Health</u></a>
Website	<a href="#"><u>California Department of Health Care Services, Mental Health Services</u></a>
Website	<a href="#"><u>Centers for Disease Control and Prevention, Mental Health</u></a>
Website	<a href="#"><u>National Association of School Psychologists</u></a>
Website	<a href="#"><u>National Institute for Mental Health</u></a>
Website	<a href="#"><u>American School Counselor Association</u></a>

## Cross References

Code	Description
0450	<a href="#"><u>Comprehensive Safety Plan</u></a>
0450	<a href="#"><u>Comprehensive Safety Plan</u></a>
1112	<a href="#"><u>Media Relations</u></a>
1220	<a href="#"><u>Citizen Advisory Committees</u></a>
1220	<a href="#"><u>Citizen Advisory Committees</u></a>
1240	<a href="#"><u>Volunteer Assistance</u></a>
1240	<a href="#"><u>Volunteer Assistance</u></a>
1400	<a href="#"><u>Relations Between Other Governmental Agencies And The Schools</u></a>
3515	<a href="#"><u>Campus Security</u></a>
3515	<a href="#"><u>Campus Security</u></a>
4112.21	<a href="#"><u>Interns</u></a>
4112.21	<a href="#"><u>Interns</u></a>
4121	<a href="#"><u>Temporary/Substitute Personnel</u></a>
4121	<a href="#"><u>Temporary/Substitute Personnel</u></a>
4127	<a href="#"><u>Temporary Athletic Team Coaches</u></a>
4127	<a href="#"><u>Temporary Athletic Team Coaches</u></a>
4131	<a href="#"><u>Staff Development</u></a>
4227	<a href="#"><u>Temporary Athletic Team Coaches</u></a>
4227	<a href="#"><u>Temporary Athletic Team Coaches</u></a>
4231	<a href="#"><u>Staff Development</u></a>
4327	<a href="#"><u>Temporary Athletic Team Coaches</u></a>
4327	<a href="#"><u>Temporary Athletic Team Coaches</u></a>



4331	<u>Staff Development</u>
5125	<u>Student Records</u>
5125	<u>Student Records</u>
5131	<u>Conduct</u>
5131.2	<u>Bullying</u>
5131.2	<u>Bullying</u>
5131.6	<u>Alcohol And Other Drugs</u>
5131.6	<u>Alcohol And Other Drugs</u>
5131.8	<u>Mobile Communication Devices</u>
5137	<u>Positive School Climate</u>
5138	<u>Conflict Resolution/Peer Mediation</u>
5141	<u>Health Care And Emergencies</u>
5141	<u>Health Care And Emergencies</u>
5141.22	<u>Infectious Diseases</u>
5141.22	<u>Infectious Diseases</u>
5141.4	<u>Child Abuse Prevention And Reporting</u>
5141.4	<u>Child Abuse Prevention And Reporting</u>
5141.5	<u>Mental Health</u>
5141.6	<u>School Health Services</u>
5141.6	<u>School Health Services</u>
5142	<u>Safety</u>
5142	<u>Safety</u>
5145.3	<u>Nondiscrimination/Harassment</u>
5145.3	<u>Nondiscrimination/Harassment</u>
5145.7	<u>Sexual Harassment</u>
5145.7	<u>Sexual Harassment</u>
5145.71	<u>Title IX Sexual Harassment Complaint Procedures</u>
5145.71-E(1)	<u>Title IX Sexual Harassment Complaint Procedures</u>
5145.9	<u>Hate-Motivated Behavior</u>
5148	<u>Child Care And Development</u>
5148	<u>Child Care And Development</u>
5148.2	<u>Before/After School Programs</u>

5148.2	<u>Before/After School Programs</u>
6142.8	<u>Comprehensive Health Education</u>
6142.8	<u>Comprehensive Health Education</u>
6145.2	<u>Athletic Competition</u>
6145.2	<u>Athletic Competition</u>
6145.8	<u>Assemblies And Special Events</u>
6164.2	<u>Guidance/Counseling Services</u>
6164.5	<u>Student Success Teams</u>
6164.5	<u>Student Success Teams</u>

DRAFT

## **LOS MOLINOS UNIFIED SCHOOL DISTRICT**

### **AR 5141.52: Suicide Prevention**

#### **Definitions**

*Mental health professional* means an individual licensed or registered, or an intern or associate working towards licensure, by the Board of Behavioral Sciences or the Board of Psychology in the Department of Consumer Affairs. (Education Code 215)

*Student suicide crisis* means any of the following: (Education Code 215)

1. A student who is exhibiting suicidal thoughts or behaviors
2. A student who has completed a suicide risk assessment and is determined to be at risk of suicide
3. A student who is attempting to physically harm themselves or others

*School mental health professional* means a school employee with a clear or preliminary pupil personnel services credential with a specialization in school counseling, school social work, or school psychology, a credentialed school nurse, or a licensed, registered, or associate marriage and family therapist, professional clinical counselor, clinical social worker, educational psychologist, or psychologist under the supervision of a school employee with a pupil personnel services or administrative services credential. (Education Code 215)

#### **Staff Development**

Suicide prevention training shall be provided to teachers, interns, counselors, and others who interact with students, including, as appropriate, substitute teachers, coaches, expanded day learning staff, crossing guards, tutors, and volunteers. The training shall be offered under the direction of a district counselor, psychologist, and/or social worker who has received advanced training specific to suicide and who may collaborate with one or more county or community mental health agencies.

Materials for training shall include how to identify appropriate mental health services at the school site and within the community, and when and how to refer youth and families to those services. Training materials may also include programs that can be completed through self-review of suitable suicide prevention materials. (Education Code 215)

Additionally, staff development shall include research and information related to the following topics:

1. The higher risk of suicide among certain groups, including, but not limited to, students who are impacted by suicide; students with exceptional needs, mental illness, or substance use disorders; students who are experiencing homelessness or who are in out-of-home settings such as foster care; and students who are lesbian, gay, bisexual, transgender, or questioning
2. Individual risk factors such as previous suicide attempt(s) or self-harm, history of depression or mental illness, family history of suicide or violence, feelings of isolation, interpersonal conflicts, a

recent severe or traumatic stressor or loss, family instability, impulsivity, and other factors

3. Identification of students who may be at risk of suicide, including, but not limited to, warning signs that may indicate depression, emotional distress, or suicidal intentions, such as changes in students' personality or behavior and verbalizations of hopelessness or suicidal intent
4. Protective factors that may help to decrease a student's suicide risk, such as resiliency, problem-solving ability, access to mental health care, and positive connections to family, peers, school, and community
5. Instructional strategies for teaching the suicide prevention curriculum, promoting mental and emotional health, reducing the stigma associated with mental illness, and using safe and effective messaging about suicide
6. The importance of early prevention and intervention in reducing the risk of suicide
7. School and community resources and services, including resources and services that meet the specific needs of high-risk groups
8. Appropriate ways to interact with a student who is demonstrating emotional distress or is suicidal and procedures for intervening when a student attempts, threatens, or discloses the desire to die by suicide, including, but not limited to, appropriate protocols for constant monitoring and supervision of the student, during the time the student is in the school's physical custody, while the immediate referral of the student to medical or mental health services is being processed
9. District procedures for responding after a suicide has occurred
10. Common misconceptions about suicide

The district may provide additional professional development in suicide risk assessment and crisis intervention to district mental health professionals, including, but not limited to, school counselors, psychologists, social workers, and nurses.

### **Instruction**

The district's comprehensive health education program shall promote the healthy mental, emotional, and social development of students and shall be aligned with the state content standards and curriculum framework. Suicide prevention instruction shall be incorporated into the health education curriculum in an age and developmentally appropriate manner and shall be designed to help students:

1. Identify and analyze warning signs and risk factors associated with suicide, including, but not limited to, understanding how mental health challenges and emotional distress, such as feelings of depression, loss, isolation, inadequacy, and anxiety, can lead to thoughts of suicide
2. Develop coping and resiliency skills for dealing with stress and trauma, and building self-esteem
3. Learn to listen, be honest, share feelings, and get help when communicating with friends who show signs of suicidal intent
4. Identify trusted adults; school resources, including the district's suicide prevention, intervention, and referral procedures; and/or community crisis intervention resources where youth can get help

5. Develop help-seeking strategies and recognize that there is no stigma associated with seeking services for mental health, substance abuse, and/or suicide prevention
6. Recognize that early prevention and intervention can drastically reduce the risk of suicide

The Superintendent or designee may develop and implement school activities that raise awareness about mental health wellness and suicide prevention.

### **Student Identification Cards**

Student identification cards for students in grades 7-12 shall include the 988 Suicide and Crisis Lifeline and National Suicide Prevention Lifeline telephone number and may also include the Crisis Text Line, campus police or security, a local suicide prevention hotline telephone number, and/or a quick response (QR) code for the county's mental health resources website. (Education Code 215.5)

### **Intervention**

The Superintendent or designee shall provide the name, title, and contact information of the members of the district and/or school crisis intervention team(s) to students, staff, parents/guardians, and caregivers and post on school and district websites. Such notifications shall identify the mental health professional who serves as the crisis intervention team's designated reporter to receive and act upon reports of a student's suicidal intention.

Students shall be encouraged to notify a teacher, principal, counselor, designated reporter, or other adult when they are experiencing thoughts of suicide or when they suspect or have knowledge of another student's suicidal intentions.

Every statement regarding suicidal intent shall be taken seriously. Whenever a staff member suspects or has knowledge of a student's suicidal intentions based on the student's verbalizations or act of self-harm, the staff member shall promptly notify the principal, school counselor, or designated reporter, who shall implement district intervention protocols as appropriate.

Although any personal information that a student discloses to a school counselor shall generally not be revealed, released, discussed, or referred to with third parties, the counselor may report to the principal or student's parents/guardians when there is reasonable cause to believe that disclosure is necessary to avert a clear and present danger to the health, safety, or welfare of the student or others within the school community. In addition, the counselor may disclose information of a personal nature to psychotherapists, other health care providers, or the school nurse for the sole purpose of referring the student for treatment, or to report child abuse and neglect as required by Penal Code 11164-11174.3. (Education Code 49602)

Whenever schools establish a peer counseling system to provide support for students, peer counselors shall receive training that includes identification of the warning signs of suicidal behavior and referral of a suicidal student to appropriate adults.

When the district determines that a student is in need of mental or behavioral health services, the services shall be provided in accordance with protocols specified in Board Policy 5141.5 - Mental Health.

When a suicide attempt or threat is reported, the principal or designee shall ensure student safety by taking the following actions:

1. Immediately securing medical treatment and/or mental health services as necessary
2. Notifying law enforcement and/or other emergency assistance if a suicidal act is being actively threatened
3. Keeping the student under continuous adult supervision and providing comfort to the student until the parent/guardian and/or appropriate support agent or agency can be contacted and has the opportunity to intervene
4. Removing other students from the immediate area as soon as possible

The principal or designee shall document the incident in writing, including the steps that the school took in response to the suicide attempt or threat.

The Superintendent or designee shall follow up with the parent/guardian and student in a timely manner to provide referrals to appropriate services as needed. If the parent/guardian does not access treatment for the student, the Superintendent or designee may meet with the parent/guardian to identify barriers to treatment and assist the family in providing follow-up care for the student. If follow-up care is still not provided, the Superintendent or designee shall consider whether it is necessary, pursuant to laws for mandated reporters of child neglect, to refer the matter to the local child protective services agency.

For any student returning to school after a mental health crisis, the principal or designee and/or school counselor may meet with the parents/guardians and, if appropriate, with the student to discuss re-entry and appropriate steps to ensure the student's readiness for return to school and determine the need for ongoing support.

### **Postvention**

In the event that a student dies by suicide, the Superintendent or designee shall communicate with the student's parents/guardians to offer condolences, assistance, and resources. In accordance with the laws governing confidentiality of student record information, the Superintendent or designee shall consult with the parents/guardians regarding facts that may be divulged to other students, parents/guardians, and staff.

The Superintendent or designee shall implement procedures to address students' and staff's grief and to minimize the risk of imitative suicide or suicide contagion. The Superintendent or designee shall provide students, parents/guardians, and staff with information, counseling, and/or referrals to community agencies as needed. Students significantly affected by suicide death and those at risk of imitative behavior should be identified and closely monitored. School staff may receive assistance from school counselors or other mental health professionals in determining how to best discuss the suicide or attempted suicide with students.

Any response to media inquiries shall be handled by the district-designated spokesperson who shall not divulge confidential information. The district's response shall not sensationalize suicide and shall focus on the district's postvention plan and available resources.

After any suicide or attempted suicide by a student, the Superintendent or designee shall provide an opportunity for all staff who responded to the incident to debrief, evaluate the effectiveness of the strategies used, and make recommendations for future actions.

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.

<b>State</b>	<b>Description</b>
Ed. Code 215	<u>Suicide prevention policies</u>
Ed. Code 215.5	<u>Student identification cards; inclusion of safety hotlines</u>
Ed. Code 216	<u>Suicide prevention online training programs</u>
Ed. Code 218.3	Training curriculum to support lesbian, gay, bisexual, queer, and questioning students
Ed. Code 234.6	<u>Bullying and harassment prevention information</u>
Ed. Code 32280-32289.5	<u>School safety plans</u>
Ed. Code 49060-49079	<u>Student records</u>
Ed. Code 49428.15	<u>Identification of evidence-based and evidence-informed training programs for schools to address youth behavioral health</u>
Ed. Code 49428.2	Referral protocols for addressing student behavioral health concerns in grades 7-12; certification of youth behavioral health training for employees
Ed. Code 49428.5	<u>Student mental health poster</u>
Ed. Code 49429	Telehealth technology in schools
Ed. Code 49602	<u>Counseling and confidentiality of student information</u>
Ed. Code 49604	<u>Suicide prevention training for school counselors</u>
Gov. Code 810-996.6	<u>Government Claims Act</u>
Pen. Code 11164-11174.3	<u>Child Abuse and Neglect Reporting Act</u>
W&I Code 5698	<u>System of care for children and youth with serious emotional disturbance</u>
W&I Code 5850-5886	<u>Children's Mental Health Services Act</u>
<b>Federal</b>	<b>Description</b>
42 USC 290bb-33	Suicide Training and Awareness Nationally Delivered for Universal Prevention Act of 2021
<b>Management Resources</b>	<b>Description</b>
California Department of Education Publication	<u>Model Youth Suicide Prevention Policy for Local Educational Agencies that Serve Kindergarten through Twelfth Grade Students, February 2023</u>
California Department of Education Publication	<u>Health Education Framework for California Public Schools, Kindergarten Through Grade Twelve, May 2019</u>
California Department of Education Publication	<u>Health Education Content Standards for California Public Schools: Kindergarten Through Grade Twelve, 2008</u>

CALSCHLS Publication	<a href="#"><u>California School Staff Survey (CSSS)</u></a>
CALSCHLS Publication	<a href="#"><u>California School Parent Survey (CSPS)</u></a>
CALSCHLS Publication	<a href="#"><u>California Healthy Kids Survey (CHKS)</u></a>
CDC and Prevention Publication	<a href="#"><u>School Connectedness: Strategies for Increasing Protective Factors Among Youth, 2009</u></a>
Court Decision	<a href="#"><u>Corales v. Bennett (Ontario-Montclair School District) (2009) 567 F.3d 554</u></a>
Each Mind Matters Publication	<a href="#"><u>Making Headlines: Guide to Engaging the Media in Suicide Prevention in California, 2012</u></a>
Heard Alliance Publication	<a href="#"><u>K-12 Toolkit for Mental Health Promotion and Suicide Prevention, 2017</u></a>
Mental Health Svcs Oversight & Accountability Pub	<a href="#"><u>Accelerating Transformational Change: Strategic Plan for 2024-2027</u></a>
Mental Health Svcs Oversight & Accountability Pub	<a href="#"><u>Striving for Zero: California's Strategic Plan for Suicide Prevention 2020-2025</u></a>
Nat'l Assoc. of School Psychologists Publication	<a href="#"><u>Preventing Suicide: Guidelines for Administrators and Crisis Teams, 2015</u></a>
Nat's Assoc. of School Psychologists Publication	<a href="#"><u>Conducting a Virtual Suicide Assessment Checklist</u></a>
Nat's Assoc. of School Psychologists Publication	<a href="#"><u>Comprehensive School Suicide Prevention in a Time of Distance Learning, 2020</u></a>
Suicide Prevention Resource Center Publication	<a href="#"><u>After a Suicide: A Toolkit for Schools, 2nd Edition, 2018</u></a>
U.S. Dept. of Health & Human Services Publication	<a href="#"><u>Preventing Suicide: A Toolkit for High Schools, 2012</u></a>
U.S. Dept. of Health & Human Services Publication	<a href="#"><u>National Strategy for Suicide Prevention: Goals and Objectives for Action, rev. 2012</u></a>
USDOE Ofc for Civil Rights, USDOJ Civil Rights Pub	<a href="#"><u>Supporting and Protecting the Rights of Students at Risk of Self-Harm in the Era of COVID-19, October 2021</u></a>
Website	<a href="#"><u>California Department of Public Health, Office of Suicide Prevention</u></a>
Website	<a href="#"><u>Mental Health Evaluation, Training, Research, and Innovation Center for Schools (METRICS)</u></a>
Website	<a href="#"><u>CalHOPE Schools Initiative</u></a>
Website	<a href="#"><u>California Surgeon General, Safe Spaces: Trauma-Informed Training</u></a>
Website	<a href="#"><u>Schoolsafety.gov</u></a>
Website	<a href="#"><u>CSBA District and County Office of Education Legal Services</u></a>
Website	<a href="#"><u>Suicide Prevention Messaging</u></a>



Website	<a href="#"><u>National Action Alliance for Suicide Prevention</u></a>
Website	<a href="#"><u>Mental Health Services Oversight and Accountability Commission</u></a>
Website	<a href="#"><u>HEARD Alliance</u></a>
Website	<a href="#"><u>Each Mind Matters: California's Mental Health Movement</u></a>
Website	<a href="#"><u>Crisis Text Line</u></a>
Website	<a href="#"><u>California School Climate, Health, and Learning Surveys (CalSCHLS)</u></a>
Website	<a href="#"><u>California Mental Health Services Authority</u></a>
Website	<a href="#"><u>Suicide Prevention Lifeline</u></a>
Website	<a href="#"><u>Suicide Prevention Resource Center</u></a>
Website	<a href="#"><u>National Child Traumatic Stress Network</u></a>
Website	<a href="#"><u>Substance Abuse and Mental Health Services Administration</u></a>
Website	<a href="#"><u>Trevor Project</u></a>
Website	<a href="#"><u>American Academy of Pediatrics</u></a>
Website	<a href="#"><u>American Association of Suicidology</u></a>
Website	<a href="#"><u>American Foundation for Suicide Prevention</u></a>
Website	<a href="#"><u>American Psychological Association</u></a>
Website	<a href="#"><u>California Department of Education, Mental Health</u></a>
Website	<a href="#"><u>California Department of Health Care Services, Mental Health Services</u></a>
Website	<a href="#"><u>Centers for Disease Control and Prevention, Mental Health</u></a>
Website	<a href="#"><u>National Association of School Psychologists</u></a>
Website	<a href="#"><u>National Institute for Mental Health</u></a>
Website	<a href="#"><u>American School Counselor Association</u></a>

## Cross References

Code	Description
0450	<a href="#"><u>Comprehensive Safety Plan</u></a>
0450	<a href="#"><u>Comprehensive Safety Plan</u></a>
1112	<a href="#"><u>Media Relations</u></a>
1220	<a href="#"><u>Citizen Advisory Committees</u></a>
1220	<a href="#"><u>Citizen Advisory Committees</u></a>
1240	<a href="#"><u>Volunteer Assistance</u></a>

1240	<u>Volunteer Assistance</u>
1400	<u>Relations Between Other Governmental Agencies And The Schools</u>
3515	<u>Campus Security</u>
3515	<u>Campus Security</u>
4112.21	<u>Interns</u>
4112.21	<u>Interns</u>
4121	<u>Temporary/Substitute Personnel</u>
4121	<u>Temporary/Substitute Personnel</u>
4127	<u>Temporary Athletic Team Coaches</u>
4127	<u>Temporary Athletic Team Coaches</u>
4131	<u>Staff Development</u>
4227	<u>Temporary Athletic Team Coaches</u>
4227	<u>Temporary Athletic Team Coaches</u>
4231	<u>Staff Development</u>
4327	<u>Temporary Athletic Team Coaches</u>
4327	<u>Temporary Athletic Team Coaches</u>
4331	<u>Staff Development</u>
5125	<u>Student Records</u>
5125	<u>Student Records</u>
5131	<u>Conduct</u>
5131.2	<u>Bullying</u>
5131.2	<u>Bullying</u>
5131.6	<u>Alcohol And Other Drugs</u>
5131.6	<u>Alcohol And Other Drugs</u>
5131.8	<u>Mobile Communication Devices</u>
5137	<u>Positive School Climate</u>
5138	<u>Conflict Resolution/Peer Mediation</u>
5141	<u>Health Care And Emergencies</u>
5141	<u>Health Care And Emergencies</u>
5141.22	<u>Infectious Diseases</u>
5141.22	<u>Infectious Diseases</u>

5141.4	<u>Child Abuse Prevention And Reporting</u>
5141.4	<u>Child Abuse Prevention And Reporting</u>
5141.5	<u>Mental Health</u>
5141.6	<u>School Health Services</u>
5141.6	<u>School Health Services</u>
5142	<u>Safety</u>
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5145.3	<u>Nondiscrimination/Harassment</u>
5145.3	<u>Nondiscrimination/Harassment</u>
5145.7	<u>Sexual Harassment</u>
5145.7	<u>Sexual Harassment</u>
5145.71	<u>Title IX Sexual Harassment Complaint Procedures</u>
5145.71-E(1)	<u>Title IX Sexual Harassment Complaint Procedures</u>
5145.9	<u>Hate-Motivated Behavior</u>
5148	<u>Child Care And Development</u>
5148	<u>Child Care And Development</u>
5148.2	<u>Before/After School Programs</u>
5148.2	<u>Before/After School Programs</u>
6142.8	<u>Comprehensive Health Education</u>
6142.8	<u>Comprehensive Health Education</u>
6145.2	<u>Athletic Competition</u>
6145.2	<u>Athletic Competition</u>
6145.8	<u>Assemblies And Special Events</u>
6164.2	<u>Guidance/Counseling Services</u>
6164.5	<u>Student Success Teams</u>
6164.5	<u>Student Success Teams</u>

# Los Molinos High School

## ACTIVE ENROLLMENT FOR 2025-2026

January 2026



Grade	January
9th	60
10th	68
11th	40
12th	44
	<u>212</u>

# Los Molinos Elementary School

01/09/2026

02:09 PM

2025-2026

## Enrollment by Teacher and Grade

Page 1

Teacher	----- TK -----			----- K -----			----- 1 -----			----- 2 -----			----- 3 -----			----- 4 -----			----- 5 -----			----- 6 -----			----- 7 -----			----- 8 -----			----- ALL -----		
	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total			
286 Anderson, M.	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	14	13	27	-	-	-	14	13	27			
736 Castillo, T.	-	-	-	3	5	8	2	3	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	8	13			
779 Clark, R.	-	-	-	-	-	-	-	-	-	-	-	-	-	-	13	8	21	5	3	8	-	-	-	-	-	-	-	18	11	29			
384 Ellis, A.	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	11	17	28	-	-	-	-	-	-	-	-	11	17	28			
345 Johnson, M.	-	-	-	9	9	18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9	9	18			
304 Johnson, T.	-	-	-	-	-	-	13	7	20	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	13	7	20			
305 Lawson, M.	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	17	11	28	-	-	-	-	17	11	28			
240 Lemos, H.	-	-	-	-	-	-	-	-	-	-	-	-	13	11	24	-	-	-	-	-	-	-	-	-	-	-	-	13	11	24			
306 Merlo, G.	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	14	16	30	14	16	30			
486 Orejel, E.	-	-	-	2	-	2	2	-	2	1	1	2	1	1	2	3	-	3	-	-	-	-	-	-	-	-	-	9	2	11			
778 Salazar, B.	7	4	11	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	4	12			
012 Thurman, A.	-	-	-	-	-	-	-	-	-	10	8	18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	10	8	18			
802 Wolverton, D.	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	2	-	-	-	2	-	2	3	2	5	6	3	9	
School Total:	7	4	11	15	14	29	17	10	27	11	9	20	14	12	26	16	8	24	17	21	38	17	11	28	16	13	29	17	18	35	147	120	267

\* Class total is calculated including Nonbinary gender students

# Vina Elementary

01/09/2026  
02:08 PM

Teacher	----- 1 -----			----- 2 -----			----- 3 -----			----- 4 -----			----- 5 -----			----- 6 -----			----- 7 -----			----- 8 -----			----- ALL -----		
	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total
030 Andersen S. 1	5	4	9	3	2	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	6	14
236 Bransky, S.	-	-	-	-	-	-	2	5	7	5	4	9	-	-	-	-	-	-	-	-	-	-	-	-	7	9	16
025 Conner, J. 3	-	-	-	-	-	-	-	-	-	-	-	-	7	8	15	5	8	13	-	-	-	-	-	-	12	16	28
046 Merlo,K 4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9	6	15	5	5	10	14	11	25
School Total:	5	4	9	3	2	5	2	5	7	5	4	9	7	8	15	5	8	13	9	6	15	5	5	10	41	42	83

\* Class total is calculated including Nonbinary gender students

**PART II: EVALUATION DETAIL**

Date of Inspection: 12/11/25

School Name: Los Molinos High School

AREA	1 GAS LEAKS	2 MECH/VAC	3 SEWER	4 INTERIOR SURFACES	5 OVERALL CLEANLINESS	6 PEST/VERMIN INFESTATION	7 ELECTRICAL	8 RESTROOM	9 SINKS/FOUNTAINS	10 FIRESAFETY	11 HAZARDOUS MATERIALS	12 STRUCTURAL DAMAGE	13 ROOFS	14 PLAYGROUND/SCHOOL GROUNDS	15 PAVING/DOORS/GATES/FENCE
<b>Classrooms</b>	✓	✓	✓	✓	✓	✓	✓	NA	✓	✓	✓	✓	✓	NA	✓
	COMMENTS														
<b>Football Bleachers</b>	NA	NA	NA	NA	✓	✓	NA	✓	✓	✓	✓	✓	NA	✓	✓
	COMMENTS														
<b>Cafeteria</b>	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	✓
	COMMENTS	New cameras added to cafeteria area													
<b>Hallways</b>	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	✓
	COMMENTS														
<b>Offices</b>	✓	✓	✓	✓	✓	✓	✓	✓	NA	✓	✓	✓	✓	NA	✓
	COMMENTS														
<b>Locker Rooms</b>	✓	D	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	✓
	COMMENTS														
<b>Gym</b>	✓	✓	✓	✓	✓	✓	✓	NA	NA	✓	✓	✓	✓	NA	✓
	COMMENTS	Roof has been repaired by American Foam Experts. No current leaks. Gym recieved new scoreboards and shot clocks													
<b>Metal Shop</b>	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	COMMENTS														
<b>Welding Shop</b>	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	✓
	COMMENTS														
<b>Grounds</b>	✓	NA	✓	NA	✓	✓	NA	NA	✓	NA	✓	NA	NA	✓	✓
	COMMENTS														
	COMMENTS	Main Building recieved a restoration on the Roof.													

Marks: ✓ = Good Repair; D = Deficiency; X = Extreme Deficiency; NA = Not Applicable  
 Use additional Area Lines as necessary.

**FACILITY INSPECTION TOOL (FIT)**  
**SCHOOL FACILITY CONDITIONS EVALUATION**

(REV 05/09)

SCHOOL DISTRICT/COUNTY OFFICE OF EDUCATION <b>Los Molinos Unified School District/ Tehama County Office Of Education</b>		COUNTY <b>Tehama</b>
SCHOOL SITE <b>Los Molinos High School</b>		SCHOOL TYPE (GRADE - HIGH) <b>9-12th</b>
INSPECTOR'S NAME <b>Oscar Juarez</b>		NUMBER OF CLASSROOMS ON SITE <b>14</b>
TIME OF INSPECTION <b>1:00 PM</b>		NAME OF DISTRICT REPRESENTATIVE ACCOMPANYING THE INSPECTOR(S) (NAME - GRADE) 
INSPECTOR'S TITLE <b>Maintenance Director</b>		
WEATHER CONDITION AT TIME OF INSPECTION <b>Foggy/Very cold</b>		

**PART III: CATEGORY TOTALS AND RANKING** (round all calculations to two decimal places)

PART III: CATEGORY TOTALS AND RANKING (round all calculations to two decimal places)																
TOTAL NUMBER OF AREAS EVALUATED	CATEGORY TOTALS	A. SYSTEMS			B. INTERIOR	C. CLEANLINESS		D. ELECTRICAL	E. RESTROOMS/FOUNTAINS		F. SAFETY		G. STRUCTURAL		H. EXTERNAL	
		GAS LEAKS	MECHANICAL	SMOKE	INTERIOR SURFACES	OVERALL CLEANLINESS	PEST/PAW INFESTATION	ELECTRICAL	RESTROOMS	WATER FOUNTAINS	PIPE SAFETY	HAZARDOUS MATERIALS	STRUCTURAL DAMAGE	ROOFS	PLAYGROUNDS/ SCHOOL GROUNDS	WINDOWS/DOORS/ GATES/FENCES
10	Number of "U"s	9	7	9	8	10	10	8	7	8	9	10	9	8	3	10
	Number of "D"s	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	Number of "X"s	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Number of "NA"s	1	2	1	2	0	0	2	3	2	1	0	1	2	7	0
	Percent of System in Good Repair Number of "U"s divided by (Total Areas - "NA"s)	100.00%	70.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Total Percent per Category (average of above)		90.00%			100.00%	100.00%		100.00%	100.00%		100.00%		100.00%		100.00%	
Rank (Circle one) GOOD = 90%-100% FAIR = 75%-89.99% POOR = 0%-74.99%		Good			Exemplary	Exemplary		Exemplary	Exemplary		Exemplary		Exemplary		Exemplary	

\*Note: An extreme deficiency in any area automatically results in a "poor" ranking for that category and a zero for "Total Percent per Category".

OVERALL RATING:

DETERMINE AVERAGE PERCENTAGE OF 8 CATEGORIES ABOVE

98.75%

SCHOOL RATING

Good

\*\*For School Rating, apply the Percentage Range below to the average percentage determined above, taking into account the rating Description below.

PERCENTAGE	DESCRIPTION	RATING
99%-100%	The school meets most or all standards of good repair. Deficiencies noted, if any, are not significant and/or impact a very small area of the school.	EXEMPLARY
90%-98.99%	The school is maintained in good repair with a number of non-critical deficiencies noted. These deficiencies are isolated, and/or resulting from minor wear and tear, and/or in the process of being mitigated.	GOOD
75%-89.99%	The school is not in good repair. Some deficiencies noted are critical and/or widespread. Repairs and/or additional maintenance are necessary in several areas of the school site.	FAIR
0%-74.99%	The school facilities are in poor condition. Deficiencies of various degrees have been noted throughout the site. Major repairs and maintenance are necessary throughout the campus.	POOR

COMMENTS AND RATING EXPLANATION:



STATE OF CALIFORNIA  
**FACILITY INSPECTION TOOL**  
**SCHOOL FACILITY CONDITIONS EVALUATION**  
 (REV 05/09)

STATE ALLOCATION BOARD  
 OFFICE OF PUBLIC SCHOOL CONSTRUCTION

Page 5 of 6

PART II: EVALUATION DETAIL Date of Inspection: 12/17/25 School Name: Los Molinos Elementary School/ Middle School

CATEGORY	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
AREA	GAS/LEAKS	MCC/INTAKE	SEWER	INTERIOR SURFACES	OVERALL CLEANLINESS	PEST/VERMIN INFESTATION	ELECTRICAL	RESTROOM	SINKS/ FOUNTAINS	FIRE SAFETY	HAZARDOUS MATERIALS	STRUCTURAL DAMAGE	ROOFS	PLAYGROUNDS/ SCHOOL GROUNDS	DOORS/ GATES/FENCE
Classrooms	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	✓
	COMMENTS: Roof Maintenance repair to the main facilities and Classrooms 9-12 have been completed.														
Hallways	✓	NA	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	COMMENTS: Hallway and main office recieved fresh paint on the walls. New cabintes and cabinet table installed in the the main office														
Cafeteria	✓	✓	✓	✓	✓	✓	✓	NA	✓	✓	✓	✓	✓	✓	✓
	COMMENTS:														
Bathrooms	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	COMMENTS:														
Offices	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	COMMENTS:														
Play/Grounds	✓	NA	✓	NA	✓	✓	✓	NA	✓	✓	✓	✓	✓	✓	✓
	COMMENTS:														
	COMMENTS:														
	COMMENTS:														
	COMMENTS:														
	COMMENTS:														
	COMMENTS: New Drinking Fountains have been installed in place of the old only at the Elementary														

Marks: ✓ = Good Repair; D = Deficiency; X = Extreme Deficiency; NA = Not Applicable  
 Use additional Area Lines as necessary.

**FACILITY INSPECTION TOOL (FIT)**  
**SCHOOL FACILITY CONDITIONS EVALUATION**  
 (REV 05/09)

STATE ALLOCATION BOARD  
 OFFICE OF PUBLIC SCHOOL CONSTRUCTION

Page 6 of 6

SCHOOL DISTRICT/COUNTY OFFICE OF EDUCATION Los Molinos Unified School District/ Tehama County Office Of Education		COUNTY Tehama	
SCHOOL SITE Los Molinos Elementary School		SCHOOL TYPE (GRADE LEVELS) K-8	NUMBER OF CLASSROOMS ON SITE 22
INSPECTOR'S NAME Oscar Juarez	INSPECTOR'S TITLE Maintenance Director	NAME OF DISTRICT REPRESENTATIVE ACCOMPANYING THE INSPECTOR (IF APPLICABLE) N/A	
TIME OF INSPECTION 11:00 AM		WEATHER CONDITION AT TIME OF INSPECTION showers/cold	

**PART III: CATEGORY TOTALS AND RANKING** (round all calculations to two decimal places)

TOTAL NUMBER OF AREAS EVALUATED	CATEGORY TOTALS	A. SYSTEMS			B. INTERIOR		C. CLEANLINESS		D. ELECTRICAL		E. RESTROOMS/FOUNTAINS		F. SAFETY		G. STRUCTURAL		H. EXTERNAL	
		SAC LEAKS	MISPLUMBING	SEWER	INTERIOR SURFACES	OVERALL CLEANLINESS	TEST/VERMIN INFESTATION	ELECTRICAL	RESTROOMS	FOUNTAINS	FIRE SAFETY	HAZARDOUS MATERIALS	STRUCTURAL DAMAGE	ROOFS	PLAYGROUND/ SCHOOL GROUNDS	WINDSHIELDS GATES/FENCES		
6	Number of "A's"	6	4	6	5	6	6	6	4	6	6	6	6	6	5	6		
	Number of "B's"	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	Number of "C's"	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	Number of "N/A's"	0	2	0	1	0	0	0	2	0	0	0	0	0	1	0		
Percent of System in Good Repair Number of "A's" divided by (Total "A's" + "N/A's")		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	83.33%	
Total Percent per Category (average of above)		100.00%			100.00%	100.00%		100.00%	100.00%		100.00%		100.00%		100.00%			
Rank (Circle one) GOOD = 90%-100% FAIR = 75%-89.99% POOR = 0%-74.99%		Exemplary			Exemplary	Exemplary		Exemplary	Exemplary		Exemplary		Exemplary		Exemplary			

\*Note: An extreme deficiency in any area automatically results in a "poor" ranking for that category and a zero for "Total Percent per Category".

OVERALL RATING:	DETERMINE AVERAGE PERCENTAGE OF 8 CATEGORIES ABOVE	100.00%	SCHOOL RATING:	Exemplary
-----------------	--	---------	----------------	-----------

\*\*For School Rating, apply the Percentage Range below to the average percentage determined above, taking into account the rating Description below.

PERCENTAGE	DESCRIPTION	RATING
99%-100%	The school meets most or all standards of good repair. Deficiencies noted, if any, are not significant and/or impact a very small area of the school.	EXEMPLARY
90%-99.99%	The school is maintained in good repair with a number of non-critical deficiencies noted. These deficiencies are isolated, and/or resulting from minor wear and tear, and/or in the process of being mitigated.	GOOD
75%-89.99%	The school is not in good repair. Some deficiencies noted are critical and/or widespread. Repairs and/or additional maintenance are necessary in several areas of the school site.	FAIR
0%-74.99%	The school facilities are in poor condition. Deficiencies of various degrees have been noted throughout the site. Major repairs and maintenance are necessary throughout the campus.	POOR

COMMENTS AND RATING EXPLANATION:

PART II: EVALUATION DETAIL Date of Inspection: 12/16/25 School Name: Vina Elementary School

CATEGORY	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
AREA	GAS LEAKS	MECHANICAL	GENERAL	INTERIOR SURFACES	OVERALL CLEANLINESS	PEST/VERMIN INFESTATION	ELECTRICAL	RESTROOM	SINKS/FOUNTAINS	FIRE SAFETY	HAZARDOUS MATERIALS	STRUCTURAL DAMAGE	ROOFS	PLAYGROUND/SCHOOL GROUNDS	TRUCKING/DOORS/ENTRANCE
Class Rooms	✓	✓	✓	✓	✓	✓	✓	NA	✓	✓	✓	✓	✓	✓	✓
	COMMENTS:														
Hallways	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	COMMENTS:														
Cafeteria	✓	✓	✓	✓	✓	✓	✓	NA	✓	✓	✓	✓	✓	✓	✓
	COMMENTS:														
Bathrooms	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	COMMENTS:														
Play/Grounds	✓	NA	✓	NA	✓	✓	✓	NA	✓	✓	✓	✓	NA	✓	✓
	COMMENTS:	Vina Recieved a brand new large Modern Playground. The school recieved new cameras throughout the exterior of the building.													
Offices	✓	✓	✓	✓	✓	✓	✓	NA	✓	✓	✓	✓	✓	✓	✓
	COMMENTS:														
	COMMENTS:														
	COMMENTS:														
	COMMENTS:														
	COMMENTS:														
	COMMENTS:	The school recieved new cameras throughout the exterior of the building													

Marks: ✓ = Good Repair; D = Deficiency; X = Extreme Deficiency; NA = Not Applicable  
 Use additional Area Lines as necessary.



Tab 4.  
Superintendent's Report - (Information)  
Stan Mojsich

Tab 5.  
CBO's Report (Information)  
Christie Landingham

Tab 6.  
Action Items

- A. Appointment of Secretary of the Board  
The Board of Trustees Appoint the District Superintendent as Secretary to the Board (Information/Action)
- B. Approval of Public Disclosure of Collective Bargaining Agreement and Ratification of  
LMTA & CSEA Tentative Agreements for 2025-2026
- C. Approval of Dominick's Civil Engineering & Surveying Proposal
- D. Approval of Professional Services for 25-26: Dannis Woliver Kelly (DWK)
- E. Williams Quarterly Report
- F. Approval of Resolution 01/15/26-A, Bank Signatures
- G. Approval of 2nd Reading of BP 5145.7 Sexual Harassment
- H. Approval of 2nd Reading of AR 5145.7 Sexual Harassment
- I. Approval of 2nd Reading of AR 5145.71 Title IX Sexual Harassment Complaint Procedures
- J. Approval of 2nd Reading of 5145.71-E(1) Title IX Sexual Harassment Complaint Procedures
- K. Approval of Auditor: Christie White 2026-2028
- L. School Accountability Report Card (SARC)
  - a. Los Molinos High School
  - b. Los Molinos Elementary
  - c. Vina Elementary
- M. Accept Resignation Letter from Marco Zepeda, Lead Custodian

Tab 6. A.

Appointment of Secretary of the Board

The Board of Trustees Appoint the District Superintendent as Secretary to the Board (Information/Action)



Los Molinos Unified School District  
Public Disclosure of Proposed Collective Bargaining Agreement

Page 8

**J. CERTIFICATION NO. 1: CERTIFICATION OF THE DISTRICT'S ABILITY TO MEET THE COSTS OF THE COLLECTIVE BARGAINING AGREEMENT**

This certification page must be signed by the district's Superintendent and Chief Business Official at the time of public disclosure and is intended to assist the district's Governing Board in determining whether the district can meet the costs incurred under the tentative Collective Bargaining Agreement in the current and subsequent years. The absence of a certification signature or if "I am unable to certify" is checked should serve as a "red flag" to the district's Governing Board.

In accordance with the requirements of Government Code Sections 3540.2 and 3547.5, the Superintendent and Chief Business Official of the Los Molinos Unified School District, hereby certify that the District can meet the costs incurred under this Collective Bargaining Agreement during the term of the agreement from July 1, 2023 to June 30, 2026.

**Board Actions**

The board actions necessary to meet the cost of the agreement in each year of its term are as follows:

Current Year

**Budget Adjustment Categories:**

Revenues/Transfers In and Other Sources/Contributions  
Expenditures/Transfers Out and Other Uses  
Ending Balance(s) Increase/(Decrease)

**Budget Adjustment  
Increase/(Decrease)**

\$	-
\$	138,600
\$	(138,600)

Subsequent Years

**Budget Adjustment Categories:**

Revenues/Transfers In and Other Sources/Contributions  
Expenditures/Transfers Out and Other Uses  
Ending Balance(s) Increase/(Decrease)

**Budget Adjustment  
Increase/(Decrease)**

\$	-
\$	-
\$	-

**Budget Revisions**


If the district does not adopt and submit within 45 days all of the revisions to its budget needed in the current year to meet the costs of the agreement at the time of the approval of the proposed collective bargaining agreement, the county superintendent of schools is required to issue a qualified or negative certification for the district on its next interim report.

**Assumptions**

See attached page for a list of the assumptions upon which this certification is based.

**Certifications**

☒ I hereby certify ☐ I am unable to certify

  
\_\_\_\_\_  
District Superintendent  
(Signature)

  
\_\_\_\_\_  
Date

☒ I hereby certify ☐ I am unable to certify

  
\_\_\_\_\_  
Chief Business Official  
(Signature)

  
\_\_\_\_\_  
Date

**Special Note:** The Tehama County Department of Education may request additional information, as necessary, to review the district's compliance with requirements.

Public Disclosure of Proposed Collective Bargaining Agreement

Page 9

**K. CERTIFICATION NO. 2**

The disclosure document must be signed by the district Superintendent at the time of public disclosure and by the President or Clerk of the Governing Board at the time of formal board action on the proposed agreement.

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement (as provided in the "Public Disclosure of Proposed Collective Bargaining Agreement") in accordance with the requirements of AB 1200 and Government Code Sections 3540.2(a) and 3547.5.

Los Molinos Unified School District

**District Name**

**District Superintendent  
(Signature)**

Christie Landingham

**Contact Person**

**Date**

530-384-7826

**Phone**

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on January 15, 2025, took action to approve the proposed agreement with the Los Molinos Teachers Association, Classified School Employees Association and Unrepresented Bargaining Unit(s).

**President (or Clerk), Governing Board  
(Signature)**

**Date**

**Special Note:** The Tehama County Department of Education may request additional information, as necessary, to review the district's compliance with requirements.



**PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT**  
**in accordance with AB 1200 (Chapter 1213/Statutes 1991), AB 2756 (Chapter 52/Statutes 2004), GC 3547.5**

Name of School District:	Los Molinos Unified School District
Name of Bargaining Unit:	LMTA & CTA
Certificated, Classified, Other:	Certificated & Classified

The proposed agreement covers the period beginning:	July 1, 2025 (date)	and ending:	June 30, 2026 (date)
The Governing Board will act upon this agreement on:	January 15, 2026 (date)		

**Note:** This form, along with a copy of the proposed agreement, must be submitted to the County Office at least ten (10) working days prior to the date the Governing Board will take action.

**A. Proposed Change in Compensation**

Bargaining Unit Compensation  All Funds - Combined		Annual Cost Prior to Proposed Settlement	Fiscal Impact of Proposed Agreement (Complete Years 2 and 3 multiyear and overlapping agreements and Step & Column increases)		
			Year 1 Increase/(Decrease)	Year 2 Increase/(Decrease)	Year 3 Increase/(Decrease)
			2025-26	2026-27	2027-28
1.	Salary Schedule Including Step and Column	\$ 5,956,553	\$ -	\$ -	\$ -
			0.00%	0.00%	0.00%
2.	Other Compensation Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.	\$ -	\$ 105,000	\$ (105,000)	
	Description of Other Compensation		One time off schedule payment of \$1,500	Removal of one time payment of \$1500	N/A
3.	Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 1,960,124	\$ 33,600	\$ (33,600)	
			1.71%	-1.69%	0.00%
4.	Health/Welfare Plans	\$ 850,198	\$ -	\$ -	
			0.00%	0.00%	0.00%
5.	Total Bargaining Unit Compensation Add Items 1 through 4 to equal 5	\$ 8,766,875	\$ 138,600	\$ (138,600)	\$ -
			1.58%	-1.56%	0.00%
6.	Total Number of Bargaining Unit Employees (Use FTEs if appropriate)	70.00			
7.	Total Compensation <u>Average</u> Cost per Bargaining Unit Employee	\$ 125,241	\$ 1,980	\$ (1,980)	\$ -
			1.58%	-1.56%	0.00%

**A. Proposed Change in Compensation (Continued)**

8. What was the negotiated percentage change? For example, if the change in "Year 1" was for less than a year, what is the annualized percentage of that change for "Year 1"?

No ongoing increase. This agreement includes a one time payment of \$1500 per employee to help offset the rising cost of Health & Welfare benefits.

9. Were any additional steps, columns, or ranges added to the salary schedules? (If yes, please explain.)

N/A

10. Please include comments and explanations as necessary. (If more room is necessary, please attach an additional sheet.)

N/A

11. Does this bargaining unit have a negotiated cap for Health and Welfare benefits?  
If yes, please describe the cap amount.

Yes ☐ No ☒

N/A

**B. Proposed negotiated changes in noncompensation items** (i.e., class size adjustments, staff development days, teacher prep time, classified staffing ratios, etc.)

N/A

**C. What are the specific impacts (positive or negative) on instructional and support programs to accommodate the settlement?** Include the impact of changes such as staff reductions or increases, program reductions or increases, elimination or expansion of other services or programs (i.e., counselors, librarians, custodial staff, etc.)

There will be no specific impacts on instructional and support programs at this time.



**D. What contingency language is included in the proposed agreement (e.g., reopeners, etc.)?**

N/A

**E. Identify other major provisions that do not directly affect the district's costs, such as binding arbitrations, grievance procedures, etc.**

N/A

**F. Source of Funding for Proposed Agreement:**

1. Current Year

LCFF

2. If this is a single year agreement, how will the ongoing cost of the proposed agreement be funded in subsequent years?

N/A - one time payment, no ongoing increase.

3. If this is a multiyear agreement, what is the source of funding, including assumptions used, to fund these obligations in subsequent years? (Remember to include compounding effects in meeting obligations.)

N/A

Los Molinos Unified School District  
Public Disclosure of Proposed Collective Bargaining Agreement

Page 4a

**G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**

Bargaining Unit:		Unrestricted General Fund LMTA & CTA			
Object Code		Column 1	Column 2	Column 3	Column 4
		Cost of one-time was included in First Interim (Revised Budget as of 10/31/2025)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES		0			
LCFF Revenue	8010-8099	\$ 8,322,083		\$ -	\$ 8,322,083
Federal Revenue	8100-8299	\$ 15,000		\$ -	\$ 15,000
Other State Revenue	8300-8599	\$ 123,506		\$ -	\$ 123,506
Other Local Revenue	8600-8799	\$ 72,000		\$ -	\$ 72,000
<b>TOTAL REVENUES</b>		\$ 8,532,589		\$ -	\$ 8,532,589
EXPENDITURES					
Certificated Salaries	1000-1999	\$ 3,016,863	\$ 48,000	\$ -	\$ 3,064,863
Classified Salaries	2000-2999	\$ 1,018,628	\$ 57,000	\$ -	\$ 1,075,628
Employee Benefits	3000-3999	\$ 1,636,930	\$ 33,600	\$ -	\$ 1,670,530
Books and Supplies	4000-4999	\$ 402,054		\$ -	\$ 402,054
Services and Other Operating Expenditures	5000-5999	\$ 732,981		\$ -	\$ 732,981
Capital Outlay	6000-6999	\$ -		\$ -	\$ -
Other Outgo (excluding Indirect Costs)	7100-7299 7400-7499	\$ 159,986		\$ -	\$ 159,986
Transfers of Indirect Costs	7300-7399	\$ -		\$ -	\$ -
<b>TOTAL EXPENDITURES</b>		\$ 6,967,442	\$ 138,600	\$ -	\$ 7,106,042
OTHER FINANCING SOURCES/USES					
Transfers In and Other Sources	8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ 189,925	\$ -	\$ -	\$ 189,925
Contributions	8980-8999	\$ (2,045,450)	\$ -	\$ -	\$ (2,045,450)
<b>OPERATING SURPLUS (DEFICIT)*</b>		\$ (670,228)	\$ (138,600)	\$ -	\$ (808,828)
BEGINNING FUND BALANCE	9791	\$ 3,890,555			\$ 3,890,555
Audit Adjustments/Other Restatements	9793/9795	\$ -			\$ -
<b>ENDING FUND BALANCE</b>		\$ 3,220,327	\$ (138,600)	\$ -	\$ 3,081,727
COMPONENTS OF ENDING FUND BALANCE:					
Nonspendable	9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted	9740				
Committed	9750-9760	\$ 2,597,777	\$ -	\$ -	\$ 2,597,777
Assigned	9780	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties	9789	\$ 483,950		\$ -	\$ 483,950
Unassigned/Unappropriated Amount	9790	\$ 138,600	\$ (138,600)	\$ -	\$ -

\*Net Increase (Decrease) in Fund Balance

**NOTE: 9790 amounts in Columns 1 and 4 must be positive**



Los Molinos Unified School District  
Public Disclosure of Proposed Collective Bargaining Agreement

Page 4b

**G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**

Bargaining Unit:		Restricted General Fund LMTA & CTA			
Object Code		Column 1	Column 2	Column 3	Column 4
		Cost of one-time was included in First Interim (Revised Budget as of 10/31/2025)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES					
LCFF Revenue	8010-8099	\$ -		\$ -	\$ -
Federal Revenue	8100-8299	\$ 345,191		\$ -	\$ 345,191
Other State Revenue	8300-8599	\$ 1,609,076		\$ -	\$ 1,609,076
Other Local Revenue	8600-8799	\$ 120,166		\$ -	\$ 120,166
TOTAL REVENUES		\$ 2,074,433		\$ -	\$ 2,074,433
EXPENDITURES					
Certificated Salaries	1000-1999	\$ 979,194	\$ -	\$ -	\$ 979,194
Classified Salaries	2000-2999	\$ 689,205	\$ -	\$ -	\$ 689,205
Employee Benefits	3000-3999	\$ 1,037,694	\$ -	\$ -	\$ 1,037,694
Books and Supplies	4000-4999	\$ 680,211		\$ -	\$ 680,211
Services and Other Operating Expenditures	5000-5999	\$ 619,566		\$ -	\$ 619,566
Capital Outlay	6000-6999	\$ 166,000		\$ -	\$ 166,000
Other Outgo (excluding Indirect Costs)	7100-7299 7400-7499	\$ 630,889		\$ -	\$ 630,889
Transfers of Indirect Costs	7300-7399	\$ -		\$ -	\$ -
TOTAL EXPENDITURES		\$ 4,802,759	\$ -	\$ -	\$ 4,802,759
OTHER FINANCING SOURCES/USES					
Transfers In and Other Sources	8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ -	\$ -	\$ -	\$ -
Contributions	8980-8999	\$ 2,045,450	\$ -	\$ -	\$ 2,045,450
OPERATING SURPLUS (DEFICIT)*		\$ (682,876)	\$ -	\$ -	\$ (682,876)
BEGINNING FUND BALANCE	9791	\$ 1,583,619			\$ 1,583,619
Audit Adjustments/Other Restatements	9793/9795	\$ -			\$ -
ENDING FUND BALANCE		\$ 900,743	\$ -	\$ -	\$ 900,743
COMPONENTS OF ENDING FUND BALANCE:					
Nonspendable	9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted	9740	\$ 900,743	\$ -	\$ -	\$ 900,743
Committed	9750-9760				
Assigned Amounts	9780				
Reserve for Economic Uncertainties	9789	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount	9790	\$ -	\$ -	\$ -	\$ -

\*Net Increase (Decrease) in Fund Balance

**NOTE: 9790 amounts in Columns 1 and 4 must be positive**

Los Molinos Unified School District  
Public Disclosure of Proposed Collective Bargaining Agreement

Page 4c

**G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**

Bargaining Unit:		Combined General Fund LMTA & CTA			
Object Code		Column 1	Column 2	Column 3	Column 4
		Cost of one-time was included in First Interim (Revised Budget as of 10/31/2025)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES					
LCFF Revenue	8010-8099	\$ 8,322,083		\$ -	\$ 8,322,083
Federal Revenue	8100-8299	\$ 360,191		\$ -	\$ 360,191
Other State Revenue	8300-8599	\$ 1,732,582		\$ -	\$ 1,732,582
Other Local Revenue	8600-8799	\$ 192,166		\$ -	\$ 192,166
TOTAL REVENUES		\$ 10,607,022		\$ -	\$ 10,607,022
EXPENDITURES					
Certificated Salaries	1000-1999	\$ 3,996,057	\$ 48,000	\$ -	\$ 4,044,057
Classified Salaries	2000-2999	\$ 1,707,833	\$ 57,000	\$ -	\$ 1,764,833
Employee Benefits	3000-3999	\$ 2,674,624	\$ 33,600	\$ -	\$ 2,708,224
Books and Supplies	4000-4999	\$ 1,082,265		\$ -	\$ 1,082,265
Services and Other Operating Expenditures	5000-5999	\$ 1,352,547		\$ -	\$ 1,352,547
Capital Outlay	6000-6999	\$ 166,000		\$ -	\$ 166,000
Other Outgo (excluding Indirect Costs)	7100-7299 7400-7499	\$ 790,875		\$ -	\$ 790,875
Transfers of Indirect Costs	7300-7399	\$ -		\$ -	\$ -
TOTAL EXPENDITURES		\$ 11,770,201	\$ 138,600	\$ -	\$ 11,908,801
OTHER FINANCING SOURCES/USES					
Transfer In and Other Sources	8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ 189,925	\$ -	\$ -	\$ 189,925
Contributions	8980-8999	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*		\$ (1,353,104)	\$ (138,600)	\$ -	\$ (1,491,704)
BEGINNING FUND BALANCE	9791	\$ 5,474,174			\$ 5,474,174
Audit Adjustments/Other Restatements	9793/9795	\$ -			\$ -
ENDING FUND BALANCE		\$ 4,121,070	\$ (138,600)	\$ -	\$ 3,982,470
COMPONENTS OF ENDING FUND BALANCE:					
Nonspendable	9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted	9740	\$ 900,743	\$ -	\$ -	\$ 900,743
Committed	9750-9760	\$ 2,597,777	\$ -	\$ -	\$ 2,597,777
Assigned	9780	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties	9789	\$ 483,950	\$ -	\$ -	\$ 483,950
Unassigned/Unappropriated Amount	9790	\$ 138,600	\$ (138,600)	\$ -	\$ -

\*Net Increase (Decrease) in Fund Balance

**NOTE: 9790 amounts in Columns 1 and 4 must be positive**



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**G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**

**Fund 13/61 - Cafeteria Fund**

Bargaining Unit:

LMTA & CTA

Object Code	Column 1	Column 2	Column 3	Column 4
	Cost of one-time was included in First Interim (Revised Budget as of 10/31/2025)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
<b>REVENUES</b>				
LCFF Revenue 8010-8099	\$ -		\$ -	\$ -
Federal Revenue 8100-8299	\$ 310,979		\$ -	\$ 310,979
Other State Revenue 8300-8599	\$ 200,000		\$ -	\$ 200,000
Other Local Revenue 8600-8799	\$ 2,000		\$ -	\$ 2,000
<b>TOTAL REVENUES</b>	\$ 512,979		\$ -	\$ 512,979
<b>EXPENDITURES</b>				
Certificated Salaries 1000-1999	\$ -	\$ -	\$ -	\$ -
Classified Salaries 2000-2999	\$ 252,663	\$ -	\$ -	\$ 252,663
Employee Benefits 3000-3999	\$ 135,698	\$ -	\$ -	\$ 135,698
Books and Supplies 4000-4999	\$ 373,392		\$ -	\$ 373,392
Services and Other Operating Expenditures 5000-5999	\$ (43,818)		\$ -	\$ (43,818)
Capital Outlay 6000-6999	\$ -		\$ -	\$ -
Other Outgo (excluding Indirect Costs) 7100-7299	\$ -		\$ -	\$ -
7400-7499				
Transfers of Indirect Costs 7300-7399	\$ -		\$ -	\$ -
<b>TOTAL EXPENDITURES</b>	\$ 717,935	\$ -	\$ -	\$ 717,935
<b>OTHER FINANCING SOURCES/USES</b>				
Transfers In and Other Sources 8900-8979	\$ 189,925	\$ -	\$ -	\$ 189,925
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
<b>OPERATING SURPLUS (DEFICIT)*</b>	\$ (15,031)	\$ -	\$ -	\$ (15,031)
<b>BEGINNING FUND BALANCE</b> 9791	\$ 15,031			\$ 15,031
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
<b>ENDING FUND BALANCE</b>	\$ -	\$ -	\$ -	\$ -
<b>COMPONENTS OF ENDING FUND BALANCE:</b>				
Nonspendable 9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted 9740	\$ -	\$ -	\$ -	\$ -
Committed 9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned 9780	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ -	\$ -	\$ -	\$ -

\*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive



Los Molinos Unified School District  
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Page 5a

**H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS**

**Unrestricted General Fund MYP**

Bargaining Unit:

LMTA & CTA

Object Code	2025-26	2026-27	2027-28
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
<b>REVENUES</b>			
LCFF Revenue 8010-8099	\$ 8,322,083	\$ 8,344,051	\$ 8,490,599
Federal Revenue 8100-8299	\$ 15,000	\$ 15,000	\$ 15,000
Other State Revenue 8300-8599	\$ 123,506	\$ 123,506	\$ 123,506
Other Local Revenue 8600-8799	\$ 72,000	\$ 72,000	\$ 72,000
<b>TOTAL REVENUES</b>	\$ 8,532,589	\$ 8,554,557	\$ 8,701,105
<b>EXPENDITURES</b>			
Certificated Salaries 1000-1999	\$ 3,064,863	\$ 3,078,160	\$ 3,139,723
Classified Salaries 2000-2999	\$ 1,075,628	\$ 1,045,519	\$ 1,071,657
Employee Benefits 3000-3999	\$ 1,670,530	\$ 1,663,356	\$ 1,697,146
Books and Supplies 4000-4999	\$ 402,054	\$ 402,054	\$ 402,054
Services and Other Operating Expenditures 5000-5999	\$ 732,981	\$ 793,143	\$ 793,143
Capital Outlay 6000-6999	\$ -	\$ -	\$ -
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ 159,986	\$ 234,986	\$ 234,986
Transfers of Indirect Costs 7300-7399	\$ -	\$ -	\$ -
Other Adjustments		\$ -	\$ -
<b>TOTAL EXPENDITURES</b>	\$ 7,106,042	\$ 7,217,218	\$ 7,338,709
<b>OTHER FINANCING SOURCES/USES</b>			
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ 189,925	\$ 189,925	\$ 189,925
Contributions 8980-8999	\$ (2,045,450)	\$ (1,802,437)	\$ (2,645,861)
<b>OPERATING SURPLUS (DEFICIT)*</b>	\$ (808,828)	\$ (655,023)	\$ (1,473,390)
<b>BEGINNING FUND BALANCE</b> 9791	\$ 3,890,555	\$ 3,081,727	\$ 2,426,704
Audit Adjustments/Other Restatements 9793/9795	\$ -		
<b>ENDING FUND BALANCE</b>	\$ 3,081,727	\$ 2,426,704	\$ 953,314
<b>COMPONENTS OF ENDING FUND BALANCE:</b>			
Nonspendable 9711-9719	\$ -	\$ -	\$ -
Restricted 9740			
Committed 9750-9760	\$ 2,597,777	\$ 1,961,533	\$ 489,856
Assigned 9780	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ 483,950	\$ 465,171	\$ 463,458
Unassigned/Unappropriated Amount 9790	\$ -	\$ -	\$ -

\*Net Increase (Decrease) in Fund Balance

**NOTE: 9790 amounts must be positive**



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Page 5b

**H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS**

**Restricted General Fund MYP**

Bargaining Unit:

LMTA & CTA

		2025-26	2026-27	2027-28
		Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
Object Code				
REVENUES				
LCFF Revenue	8010-8099	\$ -	\$ -	\$ -
Federal Revenue	8100-8299	\$ 345,191	\$ 307,536	\$ 307,536
Other State Revenue	8300-8599	\$ 1,609,076	\$ 1,131,244	\$ 1,024,244
Other Local Revenue	8600-8799	\$ 120,166	\$ 80,166	\$ 80,166
TOTAL REVENUES		\$ 2,074,433	\$ 1,518,946	\$ 1,411,946
EXPENDITURES				
Certificated Salaries	1000-1999	\$ 979,194	\$ 996,778	\$ 973,714
Classified Salaries	2000-2999	\$ 689,205	\$ 697,935	\$ 715,383
Employee Benefits	3000-3999	\$ 1,037,694	\$ 1,045,683	\$ 1,053,253
Books and Supplies	4000-4999	\$ 680,211	\$ 355,568	\$ 293,568
Services and Other Operating Expenditures	5000-5999	\$ 619,566	\$ 471,273	\$ 405,000
Capital Outlay	6000-6999	\$ 166,000	\$ 38,000	\$ -
Other Outgo (excluding Indirect Costs)	7100-7299 7400-7499	\$ 630,889	\$ 616,889	\$ 616,889
Transfers of Indirect Costs	7300-7399	\$ -	\$ -	\$ -
Other Adjustments			\$ -	\$ -
TOTAL EXPENDITURES		\$ 4,802,759	\$ 4,222,126	\$ 4,057,807
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources	8900-8979	\$ -	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ -	\$ -	\$ -
Contributions	8980-8999	\$ 2,045,450	\$ 1,802,437	\$ 2,645,861
OPERATING SURPLUS (DEFICIT)*		\$ (682,876)	\$ (900,743)	\$ -
BEGINNING FUND BALANCE	9791	\$ 1,583,619	\$ 900,743	\$ -
Audit Adjustments/Other Restatements	9793/9795	\$ -		
ENDING FUND BALANCE		\$ 900,743	\$ -	\$ -
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable	9711-9719	\$ -	\$ -	\$ -
Restricted	9740	\$ 900,743	\$ -	\$ -
Committed	9750-9760			
Assigned	9780			
Reserve for Economic Uncertainties	9789	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount	9790	\$ -	\$ -	\$ -

\*Net Increase (Decrease) in Fund Balance

**NOTE: 9790 amounts must be positive**

Los Molinos Unified School District  
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Page 5c

**H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS**

**Combined General Fund MYP**

Bargaining Unit:

LMTA & CTA

Object Code	2025-26	2026-27	2027-28
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
<b>REVENUES</b>			
LCFF Revenue 8010-8099	\$ 8,322,083	\$ 8,344,051	\$ 8,490,599
Federal Revenue 8100-8299	\$ 360,191	\$ 322,536	\$ 322,536
Other State Revenue 8300-8599	\$ 1,732,582	\$ 1,254,750	\$ 1,147,750
Other Local Revenue 8600-8799	\$ 192,166	\$ 152,166	\$ 152,166
<b>TOTAL REVENUES</b>	<b>\$ 10,607,022</b>	<b>\$ 10,073,503</b>	<b>\$ 10,113,051</b>
<b>EXPENDITURES</b>			
Certificated Salaries 1000-1999	\$ 4,044,057	\$ 4,074,938	\$ 4,113,437
Classified Salaries 2000-2999	\$ 1,764,833	\$ 1,743,454	\$ 1,787,040
Employee Benefits 3000-3999	\$ 2,708,224	\$ 2,709,039	\$ 2,750,399
Books and Supplies 4000-4999	\$ 1,082,265	\$ 757,622	\$ 695,622
Services and Other Operating Expenditures 5000-5999	\$ 1,352,547	\$ 1,264,416	\$ 1,198,143
Capital Outlay 6000-6999	\$ 166,000	\$ 38,000	\$ -
Other Outgo (excuding Indirect Costs) 7100-7299 7400-7499	\$ 790,875	\$ 851,875	\$ 851,875
Transfers of Indirect Costs 7300-7399	\$ -	\$ -	\$ -
Other Adjustments		\$ -	\$ -
<b>TOTAL EXPENDITURES</b>	<b>\$ 11,908,801</b>	<b>\$ 11,439,344</b>	<b>\$ 11,396,516</b>
<b>OTHER FINANCING SOURCES/USES</b>			
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ 189,925	\$ 189,925	\$ 189,925
Contributions 8980-8999	\$ -	\$ -	\$ -
<b>OPERATING SURPLUS (DEFICIT)*</b>	<b>\$ (1,491,704)</b>	<b>\$ (1,555,766)</b>	<b>\$ (1,473,390)</b>
<b>BEGINNING FUND BALANCE</b>			
9791	\$ 5,474,174	\$ 3,982,470	\$ 2,426,704
Audit Adjustments/Other Restatements 9793/9795	\$ -		
<b>ENDING FUND BALANCE</b>	<b>\$ 3,982,470</b>	<b>\$ 2,426,704</b>	<b>\$ 953,314</b>
<b>COMPONENTS OF ENDING FUND BALANCE:</b>			
Nonspendable 9711-9719	\$ -	\$ -	\$ -
Restricted 9740	\$ 900,743	\$ -	\$ -
Committed 9750-9760	\$ 2,597,777	\$ 1,961,533	\$ 489,856
Assigned 9780	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ 483,950	\$ 465,171	\$ 463,458
Unassigned/Unappropriated Amount 9790	\$ -	\$ -	\$ -

\*Net Increase (Decrease) in Fund Balance

**NOTE: 9790 amounts must be positive**



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**I. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES**

1. State Reserve Standard

		2025-26	2026-27	2027-28
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$ 12,098,726	\$ 11,629,269	\$ 11,586,441
b.	Less: Special Education Pass-Through Funds		\$ -	\$ -
c.	Net Expenditures, Transfers Out, and Uses	\$ 12,098,726	\$ 11,629,269	\$ 11,586,441
d.	State Standard Minimum Reserve Percentage for this District <b>Enter percentage</b>	4.00%	4.00%	4.00%
e.	State Standard Minimum Reserve Amount for this District (For districts with less than 1,001 ADA, this is the greater of Line a, times Line b, or \$50,000)	\$ 483,949	\$ 465,171	\$ 463,458

2. Budgeted Unrestricted Reserve (After Impact of Proposed Agreement)

a.	General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9789)	\$ 483,950	\$ 465,171	\$ 463,458
b.	General Fund Budgeted Unrestricted Unassigned/Unappropriated Amount (9790)	\$ -	\$ -	\$ -
c.	Special Reserve Fund (Fund 17) Budgeted Designated for Economic Uncertainties (9789)	\$ -	\$ -	\$ -
d.	Special Reserve Fund (Fund 17) Budgeted Unassigned/Unappropriated Amount (9790)	\$ -	\$ -	\$ -
e.	Total Available Reserves	\$ 483,950	\$ 465,171	\$ 463,458
f.	Reserve for Economic Uncertainties Percentage	4.00%	4.00%	4.00%

3. Do unrestricted reserves meet the state minimum reserve amount?

2025-26

Yes ☒

No ☐

2026-27

Yes ☒

No ☐

2027-28

Yes ☒

No ☐

4. If no, how do you plan to restore your reserves?

Los Molinos Unified School District  
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**I. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES (CONTINUED)**

5. **Does the Total Compensation Increase/(Decrease) on Page 1, Section A, #5 agree with the Total Increase/(Decrease) for all funds as a result of the settlement(s)? Please explain any variance.**

Total Compensation Increase/(Decrease) on Page 1, Section A, #5	\$ 138,600
General Fund balance Increase/(Decrease), Page 4c, Column 2	\$ (138,600)
Adult Education Fund balance Increase/(Decrease), Page 4d, Column 2	\$ -
Child Development Fund balance Increase/(Decrease), Page 4e, Column 2	\$ -
Cafeteria Fund balance Increase/(Decrease), Page 4f, Column 2	\$ -
Other Fund balance Increase/(Decrease), Page 4g, Column 2	\$ -
Other Fund balance Increase/(Decrease), Page 4h, Column 2	\$ -
Total all fund balances Increase/(Decrease) as a result of the settlement(s)	\$ (138,600)

Variance \$ -

**Variance Explanation:**

6. **Will this agreement create or increase deficit financing in the current or subsequent years?**

"Deficit Financing" is defined to exist when a fund's expenditures and other financing uses exceed its revenues and other financing sources in a given year. If a deficit is shown below, provide an explanation and any deficit reduction plan, as necessary.

General Fund Combined	Surplus/ (Deficit)	(Deficit) %	Deficit primarily due to:
Current FY Surplus/(Deficit) before settlement(s)?	\$ (1,353,104)	(11.3%)	Primarily due to the contribution into restricted programs
Current FY Surplus/(Deficit) after settlement(s)?	\$ (1,491,704)	(12.3%)	Primarily due to the contribution into restricted programs
1st Subsequent FY Surplus/(Deficit) after settlement(s)?	\$ (1,555,766)	(13.4%)	Primarily due to the contribution into restricted programs
2nd Subsequent FY Surplus/(Deficit) after settlement(s)?	\$ (1,473,390)	(12.7%)	Primarily due to the contribution into restricted programs

**Deficit Reduction Plan (as necessary):**

Will evaluate expenditures as necessary and reduce where possible. The cost of running restricted programs has required an increasing contribution of unrestricted resources (such as Special Education). We will evaluate supplemental learning resources and reduce where necessary.

7.

- Were "Other Adjustments" amount(s) entered in the multiyear projections (pages 5a and 5b) for 1st and 2nd Subsequent FY?**

"Other Adjustments" could indicate that a budget reduction plan was/is being developed to address deficit spending, and to rebuild reserves. Any amount shown below must have an explanation. If additional space is needed, attach a separate sheet, or use page 8a.

MYP	Amount	"Other Adjustments" Explanation
1st Subsequent FY Unrestricted, Page 5a	\$ -	
1st Subsequent FY Restricted, Page 5b	\$ -	
2nd Subsequent FY Unrestricted, Page 5a	\$ -	
2nd Subsequent FY Restricted, Page 5b	\$ -	



## Los Molinos Unified School District

## Public Disclosure of Proposed Collective Bargaining Agreement

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**Assumptions and Explanations** (enter or attach documentation)

The assumptions upon which this certification is made are as follows:

\* Figures used are from First Interim, which included the one-time payment

Concerns regarding affordability of agreement in subsequent years (if any):

If the trend of deficit spending continues, the Superintendent and the Board will evaluate expenditures, positions and extra duty offset the deficit.

# Dominick's

## Civil Engineering and Surveying

December 15, 2025

**Christie Landingham**

Chief Business Official

Los Molinos Unified School District

530-384-7826 | [clandingham@lmusd.net](mailto:clandingham@lmusd.net)

7851 Highway 99 East | Los Molinos | California | 96055

Re: Parcel Map – Vina School

Dear Christie,

The following are estimated fees and costs associated with a Parcel Map in Tehama County. Due to the nature of these projects, we will only provide our services on a **time and material basis**. The following estimated costs are provided for your budgeting purposes only and may change depending upon the circumstances. **This proposal does not include Engineering for Roadways or Encroachments.**

**Fees and Outside Services:**

1. TC Planning - \$4854.00 deposit + \$110.00/lot
2. TC Health - \$89.00 + \$89.00/lot
3. TC Public Works - \$820 deposit + \$60/hour
4. CDF - \$164.00
5. Northeast Information Center - \$75.00
6. Recorder - \$300.00+-
7. Title Co. - \$750.00+-
8. Negative Declaration Fee - \$2406.75, if required

**Dominick's Services:**

1. Surveying - \$1500.00
2. Tentative Map or Plat - \$2500.00
3. Final Map - \$3000.00
4. Monumentation - \$500.00
5. Meetings - \$300.00
6. Backhoe – Soil Profiles and perc tests - +-\$2000.00, if needed
7. Engineering – Water Letter and perc test review and sign - +-\$750.00, if needed

The attached "Provisions of the Agreement" outlines the provisions and requirements associated with your project. By signing this proposal, you agree to the terms of the proposal as well as the attached Agreement. I have provided a space below for your signature if you accept these terms.

Sincerely,

Joseph F. Dominick, III  
PLS #5110

Signed: \_\_\_\_\_

Title: \_\_\_\_\_

**PO Box 1216 406 Pine St Red Bluff, CA 96080 530-529-3560 (529-0953F)**



## Provisions of Agreement

Client and consultant agree that the following provisions shall be part of their agreement:

1. This agreement shall be binding upon heirs, executors, administrators, successors and assigns of client and consultant.
2. This agreement shall not be assigned by either client or consultant without the prior written consent of the other.
3. This agreement contains the entire agreement between client and consultant relating to the project and the provision of services to the project. Any prior agreements, promises, negotiations or representations not expressly set forth in this agreement are of no force or effect. Subsequent modifications to this agreement shall be in writing and signed by both client and consultant.
4. Consultant's waiver of any term, condition, or covenant, or breach of any term, condition, or covenant, shall not constitute the waiver of any other term, condition, or covenant, or the breach of any other term, condition, or covenant.
5. If any term, condition, or covenant of this agreement is held by a court of competent jurisdiction to be invalid, void or unenforceable, the remaining provisions of this agreement shall be valid and binding on client and consultant.
6. This agreement shall be governed by and construed in accordance with the laws of the State of California.
7. Consultant shall only act as an advisor in all government relations.
8. All original papers, documents, drawings and other work product of consultant, and copies thereof, produced by consultant pursuant to this agreement shall remain the property of consultant and may be used by consultant without the consent of client. Upon request and payment of the costs involved, client is entitled to a copy of all papers, documents and drawings provided client's account is paid current.
9. Client acknowledges that its right to utilize the services and work product provided pursuant to this agreement will continue only so long as client is not in default pursuant to the terms and conditions of this agreement and client has performed all obligations under this agreement. Client further acknowledges that consultant has the unrestricted right to use the services provided pursuant to this agreement as well as all work product provided pursuant to this agreement.
10. Client and consultant agree to cooperate with each other in every way on the project.
11. Upon request, client shall execute and deliver, or cause to be executed and delivered, such additional instruments, documents, governmental fees and charges which are necessary to perform the terms of this agreement.
12. Consultant makes no representations concerning soil conditions unless specifically included in writing in this agreement, and he is not responsible for any liability that may arise out of the making or failure to make soil surveys, or sub-surface soil tests, or general soil testing.
13. Client agrees not to use or permit any person to use plans, drawings, or other work product prepared by consultant, which plans, drawings, or other work product are not final and which are not signed, stamped or sealed by consultant. Client agrees to be liable and responsible for any such use of non-final plans, drawings, or other work product not signed and stamped or sealed by consultant and waives liability against consultant for their use. Client further agrees that final plans, drawings or other work product are for the exclusive use of client and may be used by client only for the project described on the face hereof. Such final plans, drawings or other work product may not be changed nor used on a different project without the written authorization or approval by consultant. If consultant's work product exists in electronic or computerized format, or is transferred in electronic or computerized format, the stamp, seal and signature shall be original and may not be a computer-generated copy, photocopy, or facsimile transmission of the original.
14. Consultant has a right to complete all services agreed to be rendered pursuant to this contract. In the event this agreement is terminated before the completion of all services, unless consultant is responsible for such early termination, client agrees to release consultant from all liability for services performed. In the event all or any portion of the services or work product prepared or partially prepared by consultant be suspended, abandoned, or terminated, client shall pay consultant for all fees, charges, and services provided for the project, not to exceed any contract limit specified herein. Client acknowledges if the project services are suspended and restarted, there will be additional charges due to suspension of the services which shall be paid for by client as extra services.
15. If the scope of the services to be provided by consultant pursuant to the terms of this agreement includes an ALTA survey, client agrees that consultant may sign one of the two ALTA Survey Statements attached hereto and incorporated herein by reference. In the event that consultant is required to sign a statement or certificate

that differs from the ALTA Survey Statements contained in the attachment, client hereby agrees to indemnify and hold consultant harmless from any and all liability arising from or resulting from the signing of any statement which differs from those statements contained in the attachment.

16. If the scope of services provided by consultant pursuant to the terms of this agreement include the preparation of grading plans but exclude construction staking services, client acknowledges that such staking services normally include coordinating civil engineering services and the preparation of as-built drawings pursuant to Uniform Building Code Chapter 70 or local grading ordinances and client will be required to retain such services from another consultant or pay consultant pursuant to this agreement for such services as extra work in accordance with provision 26.
17. Consultant shall be entitled to immediately, and without notice, suspend the performance of any and all of its obligations pursuant to this agreement if client files a voluntary petition seeking relief under the United States Bankruptcy Code or if there's an involuntary bankruptcy petition filed against client in the United States Bankruptcy Court, and that petition is not dismissed within fifteen (15) days of its filing. Any suspension of services made pursuant to the provisions of this paragraph shall continue until such time as this agreement has been fully and properly assumed in accordance with the applicable provisions of the United States Bankruptcy Code and in compliance with the final order of judgment issued by the Bankruptcy Court.
18. This agreement shall not be construed to alter, affect or waive any lien or stop notice right which consultant may have for the performance of services pursuant to this agreement. Client agrees to separately provide to consultant the present name and address of the record owner of the property on which the project is to be located. Client also agrees to separately provide consultant with the name and address of any and all lenders who would loan money on the project and who are entitled to receive a preliminary notice.
19. If payment for consultant's services is to be made on behalf of a client by a third-party lender, client agrees that consultant shall not be required to indemnify the third party lender, in the form of an endorsement or otherwise, a condition of receiving payment for services.
20. If client fails to pay consultant within thirty (30) days after invoices are rendered, client agrees consultant shall have the right to consider such default in payment a material breach of this entire agreement, and upon written notice, the duties, obligations, and responsibilities of consultant under this agreement are suspended or terminated. In such event, client shall promptly pay consultant for all fees, charges, and services provided by consultant.
21. All fees and other charges will be billed semi-monthly and shall be due at the time of billing unless otherwise specified in this agreement.
22. Client agrees that the periodic billings from consultant to client are correct, conclusive, and binding on client unless client, within ten (10) days from the date of receipt of such billing, notifies consultant in writing of alleged inaccuracies, discrepancies, or errors in billing.
23. Client agrees to pay a monthly late payment charge, which will be the lesser of, one and one-half percent (1 ½%) per month or a monthly charge not to exceed the maximum legal rate, which will be applied to any unpaid balance commencing thirty (30) days after the date of the original billing.
24. If consultant, pursuant to this agreement, produces plans, specifications, or other documents and/or performs field services, and such plans, specifications, and other documents and/or field services are required by one or more government agency, and one or more such government agency changes its ordinances, policies, procedures or requirements after the date of this agreement, any additional office or field services thereby required shall be paid for by client as extra services.
25. Client agrees that if client requests services not specified pursuant to the scope of services description within this agreement, client agrees to pay for all such additional services as extra work.
26. In the event that any staking is destroyed, damaged or disturbed by an act of God or parties other than consultant, the cost of re-staking shall be paid for by client as extra services.
27. Client acknowledges that the design services performed pursuant to this agreement are based upon field and other conditions existing at the time these services were performed. Client further acknowledges that field and other conditions may change by the time project construction occurs and clarification, adjustments, modifications, and other changes may be necessary to reflect changed field or other conditions. If the scope of services pursuant to this agreement does not include construction staking services by consultant for this project, or if subsequent to this agreement client retains other persons or entities to provide such staking services, client acknowledges that such staking services will be performed by others and that client will defend, indemnify, and hold consultant harmless from any and all claims arising from or resulting from the performance of such staking services by other persons or entities except claims caused by the sole negligence or willful misconduct of consultant; and from any and all claims arising from or resulting in clarifications,

adjustments, modifications or other changes which may be necessary to reflect changed field or other conditions except claims caused by the negligence or willful misconduct of consultant.

28. Client shall pay the costs of checking and inspection fees, zoning and annexation application fees, assessment fees, soils engineering fees, soils testing fees, aerial topography fees, and all other fees, permits, bond premiums, title company charges, blueprints and reproductions, and all other charges not specially covered by the terms of this agreement.
29. Client acknowledges and agrees that if consultant provides surveying services, which services require the filing of a Record of Survey in accordance with Business and Professions Code Section 8762, that all of the costs of preparation, examination and filing for the Record of Survey will be paid by client as extra work.
30. Consultant is not responsible for delay caused by activities or factors beyond consultant's reasonable control, including but not limited to, delays by reason of strikes, lockouts, work slowdowns or stoppages, accidents, acts of God, failure of client to furnish timely information or approve or disapprove of consultant's services or work product promptly, faulty performance by client or other contractors or government agencies. When such delays beyond consultant's reasonable control occur, client agrees consultant is not responsible in damages nor shall be deemed to be in default of this agreement.
31. Consultant shall not be liable for damages resulting from the actions or inactions of governmental agencies including. But not limited to, permit processing, environmental impact reports, dedications, general plans and amendments thereto, zoning matters, annexations or consolidations, use or conditional use permits, project or plan approvals, and building permits. The client agrees that it is the responsibility of the client to maintain in good standing all governmental approvals and permits and to apply for any extensions thereof.
32. In the event that client institutes a suit against consultant, either directly by complaint or by way of cross-complaint, including a cross-complaint for indemnity, for alleged negligence, error, omission, or other failure to perform, and if client fails to obtain a judgment in client's favor, the lawsuit is dismissed, or if judgment is rendered for consultant, client agrees to pay consultant all costs of defense, including attorney's fees, expert witness fees, court costs, and any and all other expenses of defense. Client agrees such payments shall be made immediately following dismissal of the case or upon entry of judgment.
33. If any action at law or equity, including an action for declaratory relief, is brought to enforce or interpret the provisions of this agreement, the prevailing party shall be entitled to reasonable attorney's fees, which fees may be set by the court in the same action or in a separate action brought for that purpose, in addition to any other relief to which he may be entitled.
34. Client agrees that in the event client institutes litigation to enforce or interpret the provisions of this agreement, such litigation is to be brought and adjudicated in the appropriate court in the county in which consultant's principal place of business is located, and client waives the right to bring, try and remove such litigation to any other county or judicial district.
35. Consultant makes no representation concerning the estimated quantities and probable costs made in connection with maps, plans, specifications, reports or drawings other than that all such costs are estimates only and actual costs will vary. It is the responsibility of the client to verify costs.
36. Client acknowledges that consultant is not responsible for the performance of work by third parties including, but not limited to, the construction contractor and its subcontractors.
37. Consultant makes no warranty, either expressed or implied, as to his findings, recommendations, plans, specifications, or professional advice except that the services or work product were performed pursuant to generally accepted standards of practice in effect at the time of performance.
38. Estimates of land areas provided under this agreement are not to be considered precise unless consultant specifically agrees to provide the precise determination of such areas.
39. In the event the client agrees to, permits, authorizes, constructs or permits construction of changes in the plans, specifications, and documents or does not follow recommendations or reports prepared by consultant pursuant to this agreement, which changes are not consented in writing by consultant, client acknowledges that the changes and their effects are not the responsibility of consultant and client agrees to release consultant from all liability arising from the use of such changes and further agrees to defend, indemnify and hold harmless consultant, its officers, directors, principles, agents and employees from and against all claims, demands, damages or costs arising from the changes and their effects.
40. Client acknowledges that the design services performed pursuant to this agreement are based upon field and other conditions existing at the time of preparation of consultant's services. Client further acknowledges that field and other conditions may change by the time project construction occurs and clarification, adjustments, modifications, discrepancies or other changes may be necessary to reflect changed field or other conditions. If the scope of services pursuant to this agreement does not include on-site construction review, construction management, supervision of construction of engineering structures, or other construction supervision for this

project, or if subsequent to this agreement client retains other persons or entities to provide such services, client acknowledges that such services will be performed by others and client will defend, indemnify and hold consultant harmless from any and all claims arising from or resulting from the performance of such services by other persons or entities except claims caused by the sole negligence or willful misconduct of consultant; and from any and all claims arising from or resulting from clarifications, adjustments, modifications, discrepancies or other changes necessary to reflect changed field or other conditions, except claims caused by the sole negligence or willful misconduct of consultant.

41. Client agrees that in accordance with generally accepted construction practices, construction contractor will be required to assume sole and complete responsibility for job site conditions during the course of construction of the project, including safety of all persons and property; that this requirement shall be made to apply continuously and not be limited to normal working hours, and client further agrees to defend, indemnify and hold consultant harmless from any and all liability, real or alleged, in connection with the performance of services on this project, excepting liability arising from the negligence or willful misconduct of consultant.
42. In the event client discovers or becomes aware of changed field or other conditions which necessitate clarification, adjustments, modifications or other changes during the construction phase of the project, client agrees to notify consultant and engage consultant to prepare the necessary clarifications, adjustments, modifications or other changes to consultant's service or work product before construction activities commence or further activity proceeds. Further, client agrees to have provision in its construction contracts for the project which requires contractor to notify client of any changed field or other conditions so that client may in turn notify consultant pursuant to the provisions of this paragraph.
43. Client agrees to limit the liability of consultant, its principals and employees, to client and to all contractors and subcontractors on the project, for any claim or action arising in tort or contract, to the sum of \$25,000 or consultant's fee, whichever is greater.
44. Client agrees to purchase and maintain, during the course of construction, builder's risk "all risk" insurance which will name consultant as an additional insured as their interest may appear.
45. Client agrees to limit the liability of consultant, its principals and employees, to client and to all contractors and subcontractors on the project, for any claim or action arising in tort or contract, to the sum of \$25,000.
46. Consultant hereby states and client hereby acknowledges that consultant has no professional liability insurance for claims arising out of the performance or failure to perform professional services, including, but not limited to the preparation of reports, designs, drawings and specifications, related to the investigation, detection, abatement, replacement, use of specification, or removal of products, materials or processes containing asbestos, asbestos cement pipe, and/or hazardous waste materials. Accordingly, the client hereby agrees to bring no claim for negligence breach of contract, indemnity or otherwise against the consultant, its principals, employees, and agents if such claim, in any way, would involve the consultant's services for the investigation, detection, abatement, replacement, use or specification, or removal of products, materials or processes containing asbestos, asbestos cement pipe, and/or hazardous waste materials. Client further agrees to defend, indemnify and hold harmless consultant, its officers, directors, principals, employees and agents from any asbestos and/or hazardous waste material related claims that may be brought by third parties as a result of the services provided by consultant pursuant to this agreement except claims caused by the sole negligence or willful misconduct of the consultant.
47. Client acknowledges that consultant's scope of services for this project does not include any services related in any way to asbestos and/or hazardous waste. Should consultant or any other party encounter such materials on the job site, or should in any other way become known that such materials are present or may be present on the job site or any adjacent or nearby areas which may affect consultant's services, consultant may, as its option, terminate work on the project until such time as client retains a specialist contractor to abate and/or remove the asbestos and or hazardous waste materials and warrant that the job site is free from any hazard which may result from the existence of such materials.
48. Notwithstanding any other provision of this Agreement, if a dispute arises regarding consultant's fee pursuant to this contract, and if the fee dispute cannot be settled by discussions between client and consultant, both client and consultant agree to attempt to settle the fee dispute by mediation through the American Arbitration Association (or other mediation service) before recourse to arbitration. If mediation does not resolve the fee dispute, such dispute shall be settled by binding arbitration in accordance with the Construction Industry Arbitration Rules of the American Arbitration Association, and judgment upon the award rendered by the Arbitrator(s) may be entered in any court having jurisdiction thereof. This does not preclude or limit consultant's right to elect to file an action for collection of fees if the amount in dispute is within the jurisdiction of the small claims court.



DANNIS WOLIVER KELLEY

Attorneys at Law

**WILLIAM F. SCHUETZ, JR.**

Attorney at Law

wschuetz@DWKesq.com

**Sacramento**

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December 17, 2025

**VIA EMAIL**

Stan Mojsich  
Superintendent  
Los Molinos Unified School District  
7851 Highway 99-E  
Los Molinos, CA 96055-9801

Re: 2025-2026 Agreement for Professional Services

Dear Superintendent Mojsich:

For almost five decades, DWK has provided quality legal advice and wise counsel to California school and community college districts. Our reward in this worthy endeavor is the opportunity to be your partner in achieving your core mission to educate and prepare all children and young adults to be responsible, mindful citizens in the global marketplace of ideas.

Together, we have confronted and overcome a multitude of challenges from the local to the global and have stood by your side to help you change course repeatedly, pivot often and innovate in the moment. We remain your steadfast allies and will continue to support you with our full range of expertise to provide excellent education programs to millions of California students even in the face of a mercurial economy.

Attached is our Agreement for Professional Services for the 2025/2026 school year ("Agreement"). We agree to maintain these ranges for the term of our Agreement. This means there will be no changes to the billing ranges during this time period; however, individual attorney hourly rates may be adjusted within the existing ranges during the term of the Agreement.

We look forward to serving the District in the coming school years and continuing our mutually rewarding partnership. Please sign the attached Agreement, insert the date of Board approval, and return to the undersigned via email.

Best regards,

Dannis Woliver Kelley

William F. Schuetz, Jr.  
WFS:clb

**SAN FRANCISCO**

200 California Street  
Suite 400  
San Francisco, CA 94111  
TEL 415.543.4111  
FAX 415.543.4384

**LONG BEACH**

444 W. Ocean Blvd.  
Suite 1750  
Long Beach, CA 90802  
TEL 562.366.8500  
FAX 562.366.8505

**SAN DIEGO**

750 B Street  
Suite 2600  
San Diego, CA 92101  
TEL 619.595.0202  
FAX 619.702.6202

**CHICO**

2485 Notre Dame Blvd.  
Suite 370-A  
Chico, CA 95928  
TEL 530.343.3334  
FAX 530.924.4784

**SACRAMENTO**

555 Capitol Mall  
Suite 645  
Sacramento, CA 95814  
TEL 916.978.4040  
FAX 916.978.4039

**EAST BAY**

2087 Addison Street  
2nd Floor  
Berkeley, CA 94704  
TEL 510.345.6000  
FAX 510.345.6100

**FRESNO**

7170 N Financial Drive  
Suite 135  
Fresno, CA 93720  
TEL 559.388.5802  
FAX 559.388.5803

[www.DWKesq.com](http://www.DWKesq.com)

## **AGREEMENT FOR PROFESSIONAL SERVICES**

This Agreement is made and entered into on December 17, 2025, by and between the Los Molinos Unified School District, hereinafter referred to as District, and Dannis Woliver Kelley, a professional corporation, hereinafter referred to as Attorney.

In consideration of the promises and the mutual agreements hereinafter contained, District and Attorney agree as follows:

**SCOPE OF SERVICES.** District appoints Attorney to represent, advise, and counsel it from December 17, 2025, through and including June 30, 2026, and continuing thereafter as approved. Any services performed during the period between the above commencement date and the date of governing board action approving this Agreement are hereby ratified by said governing board approval.

Attorney agrees to prepare periodic reviews of relevant court decisions, legislation, and other legal issues. Attorney agrees to keep current and in force at all times a policy covering incidents of legal malpractice. Nothing in this Agreement and nothing in Attorney's statements to District should be construed as a promise or guarantee about the outcome of any matter.

**DISTRICT DUTIES.** District shall be truthful with Attorney, cooperate with Attorney, keep Attorney informed of developments, ensure access for Attorney to communicate with the District's governing board as appropriate, perform the obligations it has agreed to perform under this Agreement and pay Attorney bills in a timely manner.

**FEES AND BILLING PRACTICES.** Except as hereinafter provided, District agrees to pay Attorney at the following hourly rates: three hundred ninety-five dollars (\$395) to four hundred seventy-five dollars (\$475) for Shareholder Emeritus; two hundred sixty-five dollars (\$265) to three hundred ninety-five dollars (\$395) for Shareholders and Of Counsel; two hundred forty-five dollars (\$245) to three hundred fifteen dollars (\$315) for Special Counsel; one hundred ninety-five dollars (\$195) to two hundred seventy-five dollars (\$275) for Associates; one hundred thirty dollars (\$130) to one hundred ninety-five dollars (\$195) for Law Clerks; and one hundred thirty dollars (\$130) to two hundred ten dollars (\$210) per hour for Paralegals. Rates for individual attorneys and paralegals may vary within the above ranges depending on the level of experience and qualifications and the nature of the legal services to be provided with the exception of Greg Dannis whose hourly rate shall be \$500.

Agreements for fees for legal services at other than the hourly rates set forth above may be made by mutual agreement for special projects, particular scopes of work, or for attorneys with specialized skills. The rates specified in this Agreement are subject to change at any time by Attorney following written notice to District and shall apply to all services rendered after such notice is given.

Time is billed in minimum increments of one-tenth (.1) of an hour, except the first communication (e.g., by telephone, voice-mail, e-mail, text) of any day containing substantive advice which is charged a minimum of three-tenths (.3) of an hour. Actual travel time and time spent attending in-person or remote meetings is charged at the rates above. In the course of travel for a District matter, or while attending meetings with or for District, it may be necessary for Attorney to concurrently work for and bill other clients. If, during the course of representation of District, an insurance or other entity assumes responsibility for payment of all or partial fees of Attorney on a particular case or matter, District shall remain responsible for the difference between fees paid by the other entity and Attorney's hourly rates as specified in this Agreement unless otherwise agreed by the parties.

**OTHER CHARGES.** District agrees to reimburse Attorney for actual and necessary expenses and costs with respect to providing the above services, including support services such as copying charges (charged at \$0.10 per page), postage (only charged if in excess of \$1.00), and computerized legal research and electronic record review platforms (i.e.,

Westlaw, e-discovery). District agrees that such actual and necessary expenses may vary according to special circumstances necessitated by request of District or emergency conditions which occasionally arise. Such expenses shall be provided at cost unless otherwise specified. Any discount received on such services is passed along to District by Attorney.

District further agrees to pay third parties, indirectly through Attorney, for major costs and expenses including, but not limited to, costs of serving pleadings, filing fees and other charges assessed by courts and other public agencies, arbitrators' fees, court reporters' fees, jury fees, witness fees, investigation expenses, consultants' fees, and expert witness fees. District will reimburse Attorney for such costs or may, upon agreement of District and Attorney, advance payment to Attorney for such costs and expenses.

Occasionally Attorney may provide District officials and/or employees with food or meals at Attorney-sponsored trainings or when working with District officials and/or employees. Attorney may provide such food or meals without additional charge in exchange for the consideration provided by the District under this Agreement.

**BILLING STATEMENT.** Attorney shall send District a statement for fees and costs every calendar month. Attorney's statements shall clearly state the basis thereof, including the amount, rate and basis for calculations or other methods of determination of Attorney's fees. Upon District's request for additional statement information, Attorney shall provide a bill to District no later than ten (10) days following the request. District is entitled to make subsequent requests for bills at intervals of no less than thirty (30) days following the initial request. District shall pay Attorney's statements within thirty (30) days after each statement's date.

**ARBITRATION OF FEE DISPUTE.** In order to avoid litigation in the event of any dispute concerning billings, it is agreed that any such dispute shall be submitted exclusively to binding arbitration before the American Arbitration Association. The arbitrator shall determine the rights and obligations of the parties according to the substantive and procedural laws of California. You acknowledge that by agreeing to arbitration, you are giving up the right to a jury trial. Judgement on any arbitration award may be entered by any court of competent jurisdiction.

**INDEPENDENT CONTRACTOR.** It is expressly understood and agreed to by both parties that Attorney, while carrying out and complying with any of the terms and conditions of this Agreement, is an independent contractor and is not an employee of the District. Attorney does not anticipate that in the course and scope of performing legal services it will have any interaction with any pupil that is not under the immediate supervision and control of a District employee or a pupil's parent or guardian. If District requests legal services in which Attorney will have unsupervised interaction with pupils, Attorney will comply with any applicable fingerprinting, background check, vaccine, or testing requirements.

**CONSENT TO USE OF ELECTRONIC COMMUNICATION AND CLOUD SERVICES.** To provide District with efficient and convenient legal services, Attorney will communicate and transmit documents using electronic communication services. Because electronic communication continues to evolve, there may be risks communicating in this manner, including risks related to confidentiality and security. By entering into this Agreement, District is consenting to such use of electronic communication services with District and District's representatives and agents. In addition, Attorney uses cloud computing services with servers located in a facility other than Attorney's office. Most of Attorney's electronic data, including emails and documents, are stored in this manner. By entering into this Agreement, District understands and consents to having communications, documents and information pertinent to the District's matters stored through such cloud-based services.

**FILE RETENTION.** Attorney will retain files related to representation of District for a minimum period of seven (7) years after the conclusion of the Attorney's services for District. During this period, Attorney may retain such files exclusively in digital format and may destroy original paper documents provided by the District after they are digitized unless requested by the District to return the originals. At the expiration of the seven (7)-

year period, Attorney may destroy such files, including paper or digital copies, unless District notifies Attorney in writing that District wishes to take possession of them. Attorney agrees to provide a digital copy of all files related to representation of District upon District's request, excluding Attorney's internal files (e.g., administrative records and attorney work product, including drafts, notes, internal memoranda, and research prepared for Attorney's internal use) which are the Attorney's property.

**PRIVACY NOTICE OF COLLECTION OF PERSONAL INFORMATION.** Attorney respects the District's privacy and aims to be transparent with District. For this reason, Attorney has adopted a privacy policy that describes all the information Attorney collects from or about District employees in the course of providing the District with legal services, as well as how Attorney uses this information and how long Attorney will retain it. Attorney's privacy policy, which also describes the District's rights as a consumer under applicable law, is accessible on Attorney's website at <https://www.dwkesq.com/ccpa/>. The terms and disclosures of this privacy policy are incorporated herein, and the signature on the agreement below confirms that District has read or will read Attorney's privacy policy. If the District has any questions regarding Attorney's privacy policy or its rights, the District should email Attorney at [DataSecurity@dwkesq.com](mailto:DataSecurity@dwkesq.com).

**CONFLICT OF INTEREST.** In some situations, where Attorney has relationships with other entities, the Rules of Professional Conduct and Business & Professions Code may require Attorney to provide disclosure or to obtain informed written consent before it can provide legal services for a client. Attorney represents many school and community college districts, county offices of education, joint powers authorities, SELPAs and other entities throughout California. The statutory and regulatory structure of the provision of education services results in many ways in which these entities interact which could result in a conflict between the interests of more than one of Attorney's clients. If Attorney becomes aware of a specific conflict of interest involving District, Attorney will comply with the legal and ethical requirements to fulfill its duties of loyalty and confidentiality to District. If District has any question about whether Attorney has a conflict of interest in its representation of District in any matter, it may contact Attorney or other legal counsel for clarification.

**TERMINATION OF CONTRACT.** District or Attorney may terminate this Agreement by giving reasonable written notice of termination to the other party.

**COUNTERPARTS.** This Agreement may be executed in duplicate originals, including facsimiles, each of which shall fully bind each party as if all had signed the same copy. Electronic copies of signatures shall be treated as originals for all purposes.


IN WITNESS WHEREOF, the parties hereto have signed this Agreement for Professional Services.

LOS MOLINOS UNIFIED SCHOOL DISTRICT

\_\_\_\_\_  
Stan Mojsich  
Superintendent

\_\_\_\_\_  
Date

DANNIS WOLIVER KELLEY

  
\_\_\_\_\_  
William F. Schuetz, Jr.  
Attorney at Law

\_\_\_\_\_  
December 17, 2025

\_\_\_\_\_  
Date

At its public meeting of \_\_\_\_\_, 2025, the District's governing board approved this Agreement and authorized the Board President, Superintendent or Designee to execute this Agreement.



# Quarterly Report on Williams Uniform Complaints

Education Code 35186(d)

District: Los Molinos Unified School District 

Person completing this form: Rachel Ochs Title: Executive Assistant

Quarterly Report Submission Date: January  2026   
Month Year

Date for information to be reported publicly at governing board meeting: 01/15/26

Please check the box that applies:

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

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

General Subject Area	Total # of Complaints	# Resolved	# Unresolved
Textbooks and Instructional Materials	0	0	0
Teacher Vacancy or Misassignment	0	0	0
Facilities Conditions	0	0	0
<b>TOTALS</b>	0	0	0

Select Name

Print Name of District Superintendent

Signature of District Superintendent

01/15/2026

Date

Los Molinos  
Unified School District

7851 Highway 99E  
Los Molinos, CA 96055



Phone (530) 384-7826  
Fax: (530) 384-7832

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RESOLUTION 01/15/26-A  
BEFORE THE GOVERNING BOARD  
OF THE  
LOS MOLINOS UNIFIED SCHOOL DISTRICT

RESOLUTION AUTHORIZING SIGNATURES FOR LMUSD BANK ACCOUNTS 2025-26

**WHEREAS**, the Los Molinos Unified School District Board of Trustees wishes to allow the attached Bank Signature List to be changed to reflect the new authorized signers at Umpqua Bank in Los Molinos, CA.

**And, WHEREAS**, the Los Molinos Unified School District wishes to allow the attached Bank Signature List to do business on behave of the accounts that their names are associated with.

**BE IT HEREBY RESOLVED**, that the Los Molinos Unified School District gives consent to the attached Bank Signature List to make the necessary transfers and notify the District.

On motion of \_\_\_\_\_, Seconded by \_\_\_\_\_, the foregoing resolution is hereby PASSED and ADOPTED by the Los Molinos Unified Governing Board on this day, January 15, 2026 by the following votes:

DATE: January 15, 2026

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

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

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

\_\_\_\_\_

Clerk of the Board of Trustees

CERTIFICATION:

I, Stan Mojsich

Certify that the forgoing is a correct copy of resolution passed and adopted by the Los Molinos Unified School District Board of Trustees at a Board Meeting called and conducted and held on said date of January 15, 2026

\_\_\_\_\_

Stan Mojsich, Superintendent

Los Molinos Unfied School District  
Bank Account Signatures  
Effective: Jaunary 15, 2026

Account Name	Acct #	Authorized Signatures			
Los Molinos Elementary Student Body	2050196	Stan Mojsich	Maci Ochs	Kristina Zarate	Christie Landingham
Los Molinos High School Student Body	2050218	Stan Mojsich	Chelsey Arano	Megan Weiss	Christie Landingham
Los Molinos High School Student Body Money Mkt.	2103273	Stan Mojsich	Chelsey Arano	Megan Weiss	Christie Landingham
Los Molinos Unified School District Cafeteria	2050226	Stan Mojsich	Kate Baker	Megan Weiss	Christie Landingham
Los Molinos Unified School District Revolving Fund	2050315	Stan Mojsich			Christie Landingham
Los Molinos Unified School District Scholarship	2500892	Stan Mojsich			Christie Landingham
Los Molinos Unified School District Transmittal	990029233	Stan Mojsich			Christie Landingham
Vina Elementary Student Body	2029104797	Stan Mojsich	Kendi Merlo	Graciela Resendiz	Christie Landingham
Vina Elementary Student Body Money Market	2050048	Stan Mojsich	Kendi Merlo	Graciela Resendiz	Christie Landingham
Jonathan Early Memorial Scholarship	2103036	Stan Mojsich			Christie Landingham

**Los Molinos Unified School District**  
**Sexual Harassment**  
**BP 5145.7**  
**Students**

The district does not discriminate on the basis of sex in any of its programs or activities and complies with Title IX of the Education Amendments of 1972 and its implementing regulations. The Governing Board is committed to maintaining a welcoming, safe, and supportive school environment that is free from discrimination and harassment.

The Board prohibits, at district or at district-sponsored or district-related activities, sexual harassment, as defined in the accompanying administrative regulation, targeted at any student.

Additionally, the Board prohibits retaliatory behavior or action against any person who reports, files a complaint, testifies about, assists with, or otherwise supports a complainant in alleging sexual harassment, or otherwise participates or refuses to participate in the complaint process established for the purpose of this policy.

The district strongly encourages students who feel that they are being or have experienced sexual harassment on district grounds or at a district-sponsored or district-related activity, or off-campus when the conduct has a continuing effect on campus, to immediately contact their teacher, the principal, the district's Title IX Coordinator, or any other available school employee.

Any employee who receives a report or observes an incident of sexual harassment by or against a student in a district education program or activity shall report the incident to the Title IX Coordinator within one workday.

(cf. 0410 - Nondiscrimination in District Programs and Activities)

(cf. 1312.1 - Complaints Concerning District Employees)

(cf. 5131 - Conduct)

(cf. 5131.2 - Bullying)

(cf. 5137 - Positive School Climate)

(cf. 5141.4 - Child Abuse Prevention and Reporting)

(cf. 5145.3 - Nondiscrimination/Harassment)

(cf. 6142.1 - Sexual Health and HIV/AIDS Prevention Instruction)

(cf. 5145.71 - Title IX Sexual Harassment Complaint Procedures)

(cf. 4119.11/4219.11/4319.11 - Sexual Harassment)

Complaints regarding sexual harassment shall be investigated and resolved in accordance with law and district procedures specified in AR 1312.3 - Uniform Complaint Procedures.

Once notified, the Title IX Coordinator shall ensure that the complaint alleging sexual harassment is addressed through Administrative Regulation 5145.71 - Title IX Sexual Harassment Complaint

Procedures or Board Policy/Administrative Regulation 1312.3 - Uniform Complaint Procedures, as applicable.

Additionally, the Title IX Coordinator shall ensure that any implementation of Administrative Regulation 5145.71 concurrently meets the requirements of Board Policy/Administrative Regulation 1312.3.

Principals are responsible for notifying students and parents/guardians that complaints of sexual harassment can be filed under AR 1312.3 and where to obtain a copy of the procedures.

(cf. 1312.3 - Uniform Complaint Procedures)

The Title IX Coordinator shall offer and coordinate supportive measures to the complainant and respondent, as deemed appropriate under the circumstances.

The Superintendent or designee shall take appropriate actions to reinforce the district's sexual harassment policy.

The Superintendent or designee shall inform students and parents/guardians of this policy in the manner specified in the accompanying administrative regulation.

The Superintendent or designee shall ensure that all district staff are trained regarding this policy, and that employees required to receive training related to their duties under Title IX receive training as specified in Administrative Regulation 4119.11/4219.11/4319.11 - Sexual Harassment.

### **Instruction/Information**

The Superintendent or designee shall ensure that all district students receive age-appropriate information on sexual harassment. Such instruction and information shall include:

1. What acts and behavior constitute sexual harassment, including the fact that sexual harassment could occur between people of the same sex and could involve sexual violence
2. A clear message that students do not have to endure sexual harassment under any circumstance
3. Encouragement to report observed incidents of sexual harassment even where the alleged victim of the harassment has not complained
4. A clear message that student safety is the district's primary concern, and that any separate rule violation involving an alleged victim or any other person reporting a sexual harassment incident will be addressed separately and will not affect the manner in which the sexual harassment complaint will be received, investigated, or resolved
5. A clear message that, regardless of a complainant's noncompliance with the writing, timeline, or other formal filing requirements, every sexual harassment allegation that involves a student, whether as the complainant, respondent, or victim of the harassment, shall be investigated and action shall be taken to respond to the harassment, prevent recurrence, and address any continuing effect on students
6. Information about the district's procedures for investigating complaints and the person(s) to whom a report of sexual harassment should be made

7. Information about the rights of students and parents/guardians to file a civil or criminal complaint, as applicable, including the right to file a civil or criminal complaint while the district investigation of a sexual harassment complaint continues
8. A clear message that, when needed, the district will implement supportive measures to ensure a safe school environment for a student who is the complainant or victim of sexual harassment and/or other students during an investigation

### **Disciplinary Actions**

Pursuant to 34 CFR 106.44 and 106.45, when there is a complaint alleging Title IX sexual harassment, the district is prohibited from imposing any disciplinary sanctions against a respondent for the allegedly discriminatory behavior until the grievance procedures are completed.

Any student who engages in sexual harassment or sexual violence at school or at a school-sponsored or school-related activity is in violation of this policy and shall be subject to disciplinary action. For students in grades 4-12, disciplinary action may include suspension and/or expulsion, provided that, in imposing such discipline, the entire circumstances of the incident(s) shall be taken into account.

(cf. 5144 - Discipline)

(cf. 5144.1 - Suspension and Expulsion/Due Process)

(cf. 5144.2 - Suspension and Expulsion/Due Process (Students with Disabilities))

Any staff member found to have engaged in sexual harassment or sexual violence toward any student shall be subject to discipline up to and including dismissal in accordance with applicable policies, laws, and/or collective bargaining agreements.

(cf. 4117.4 - Dismissal)

(cf. 4117.7 - Employment Status Report)

(cf. 4118 - Suspension/Disciplinary Action)

(cf. 4218 - Dismissal/Suspension/Disciplinary Action)

(cf. 4119.11/4219.11/4319.11 - Sexual Harassment)

### **Record-Keeping**

The Superintendent or designee shall maintain records in accordance with law, including in accordance with Administrative Regulation 5145.71 - Title IX Sexual Harassment Complaint Procedures, and district policies and regulations, of all reported cases of sexual harassment to enable the district to monitor, address, and prevent repetitive harassing behavior in district schools.

(cf. 3580 - District Records)

### **Legal Reference**

EDUCATION CODE

200-262.4 Prohibition of discrimination on the basis of sex

48900 Grounds for suspension or expulsion

48900.2 Additional grounds for suspension or expulsion; sexual harassment  
48904 Liability of parent/guardian for willful student misconduct  
48980 Notice at beginning of term  
220, 231.5, 231.7, 220.1, 220.3, 220.5, 48985, 35292.5, 49060-49079 Student records and related protections

#### CIVIL CODE

51.9 Liability for sexual harassment; business, service and professional relationships  
1714.1 Liability of parents/guardians for willful misconduct of minor

#### GOVERNMENT CODE

12950.1 Sexual harassment training  
11135 Prohibition of discrimination

#### CODE OF REGULATIONS, TITLE 5

4600-4687 Uniform complaint procedures  
4900-4965 Nondiscrimination in elementary and secondary education programs  
432 Student records

#### UNITED STATES CODE, TITLE 20

1221 Application of laws  
1232g Family Educational Rights and Privacy Act  
1681-1688 Title IX, discrimination  
1092 Definition of sexual assault

#### UNITED STATES CODE, TITLE 34 / 42

1983 Civil action for deprivation of rights  
2000d-2000d-7 Title VI, Civil Rights Act of 1964  
2000e-2000e-17 Title VII, Civil Rights Act of 1964 as amended  
34 USC 12291 Definition of dating violence, domestic violence, and stalking

#### CODE OF FEDERAL REGULATIONS, TITLE 34

99.1-99.67 Family Educational Rights and Privacy  
106.1-106.71 Nondiscrimination on the basis of sex in education programs  
106.1-106.82 Updated Title IX citation range

#### COURT DECISIONS

Donovan v. Poway Unified School District, (2008) 167 Cal.App.4th 567  
Flores v. Morgan Hill Unified School District, (2003, 9th Cir.) 324 F.3d 1130  
Reese v. Jefferson School District, (2001, 9th Cir.) 208 F.3d 736  
Davis v. Monroe County Board of Education, (1999) 526 U.S. 629  
Gebser v. Lago Vista Independent School District, (1998) 524 U.S. 274  
Oona by Kate S. v. McCaffrey, (1998, 9th Cir.) 143 F.3d 473  
Doe v. Petaluma City School District, (1995, 9th Cir.) 54 F.3d 1447

Tennessee v. Cardona (2024) 737 F.Supp.3d 510

### **Management Resources**

#### **CSBA PUBLICATIONS**

Providing a Safe, Nondiscriminatory School Environment for Transgender and Gender-Nonconforming Students, Policy Brief, February 2014

Safe Schools: Strategies for Governing Boards to Ensure Student Success, 2011

#### **U.S. DEPARTMENT OF EDUCATION, OFFICE FOR CIVIL RIGHTS**

Questions and Answers on Title IX and Sexual Violence, April 2014

Dear Colleague Letter: Sexual Violence, April 4, 2011

Sexual Harassment: It's Not Academic, September 2008

Revised Sexual Harassment Guidance: Harassment of Students by School Employees, Other Students, or Third Parties, January 2001

Dear Colleague Letter: Enforcement of Title IX under the provisions of the 2020 Title IX Rule, February 4, 2025

#### **WEB SITES**

##### **CSBA**

California Department of Education

U.S. Department of Education, Office for Civil Rights

Los Molinos Unified School District

Governing Board of Trustees

Revised: 06/01/2025



# **Los Molinos Unified School District**

## **Sexual Harassment**

### **AR 5145.7**

#### **Students**

For information related to sexual harassment by and against district employees, interns, volunteers, and job applicants, see BP/AR 4119.11/4219.11/4319.11 - Sexual Harassment and AR 4119.12/4219.12/4319.12 - Title IX Sexual Harassment Complaint Procedures.

#### **Definitions**

Sexual harassment is a form of sex discrimination and means sexual harassment and other harassment on the basis of one, or a combination of two or more protected characteristics, which include, but may not be limited to, sex; gender; gender identity; gender expression; sexual orientation; sex stereotypes; pregnancy, false pregnancy, childbirth, termination of pregnancy, or related conditions or recovery; and parental, marital, and family status.

Education Code 200 and 210.2 provide that prohibited discrimination includes discrimination because of one protected class under state law or because of the combination of two or more protected bases.

Sexual harassment includes, but is not limited to, unwelcome sexual advances, unwanted requests for sexual favors, or other unwanted verbal, visual, or physical conduct of a sexual nature made against another person of the same or opposite sex in the educational setting, under any of the following conditions: (Education Code 212.5; 5 CCR 4916)

1. Submission to the conduct is explicitly or implicitly made a term or condition of a student's academic status or progress.
2. Submission to or rejection of the conduct by a student is used as the basis for academic decisions affecting the student.
3. The conduct has the purpose or effect of having a negative impact on the student's academic performance or of creating an intimidating, hostile, or offensive educational environment.
4. Submission to or rejection of the conduct by the student is used as the basis for any decision affecting the student regarding benefits and services, honors, programs, or activities available at or through any district program or activity.

Any prohibited conduct that occurs off campus or outside of district-related or district-sponsored programs or activities will be regarded as sexual harassment in violation of district policy if it has a continuing effect on or creates a hostile school environment for the complainant or victim of the conduct.

For purposes of applying the complaint procedures specified in Title IX, sexual harassment is defined as any of the following forms of conduct that occurs in an education program or activity in which a district school exercises substantial control over the context and respondent: (34 CFR 106.30, 106.44)

1. A district employee conditioning the provision of a district aid, benefit, or service on the student's participation in unwelcome sexual conduct
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a student equal access to the district's education program or activity
3. Sexual assault, dating violence, domestic violence, or stalking as defined in 20 USC 1092 or 34 USC 12291

(cf. 5131 - Conduct)

(cf. 5131.2 - Bullying)

(cf. 5137 - Positive School Climate)

(cf. 5145.3 - Nondiscrimination/Harassment)

(cf. 6142.1 - Sexual Health and HIV/AIDS Prevention Instruction)

### **Title IX Coordinator/Compliance Officer**

The district designates the following individual as the responsible employee to coordinate its efforts to comply with Title IX. The individual shall also serve as the Compliance Officer specified in Administrative Regulation 1312.3 - Uniform Complaint Procedures and Administrative Regulation 5145.3 - Nondiscrimination/Harassment as the responsible employee to handle student complaints alleging unlawful discrimination, as permitted by law. The Title IX Coordinator may be contacted at:

Superintendent

7851 Highway 99E

Los Molinos, CA 96055

(530) 384-7826

(cf. 1312.3 - Uniform Complaint Procedures)

### **Notifications**

The Superintendent or designee shall notify students and parents/guardians that the district does not discriminate on the basis of sex as required by Title IX and that inquiries about the application of Title IX to the district may be referred to the district's Title IX Coordinator and/or to the Assistant Secretary for Civil Rights, U.S. Department of Education. (34 CFR 106.8)

The district shall notify students and parents/guardians of the name or title, office address, email address, and telephone number of the district's Title IX Coordinator. (34 CFR 106.8)

The Superintendent or designee shall ensure that a copy of the district's sexual harassment policy and regulation:

1. Is included in the notifications that are sent to parents/guardians at the beginning of each school year (Education Code 48980; 5 CCR 4917)
2. Is displayed in a prominent location in the main administrative building or other area where notices of district rules, regulations, procedures, and standards of conduct are posted (Education Code 231.5)
3. Is summarized on a poster, which shall be prominently and conspicuously displayed in each bathroom and locker room at each school. The poster shall display the rules and procedures for reporting a charge of sexual harassment; the name, phone number, and email address of an

appropriate school employee to contact; the rights of the reporting student, complainant, and respondent; and the responsibilities of the school. (Education Code 231.6)

4. Is posted, along with the name or title and contact information of the Title IX Coordinator, in a prominent location on the district's website in a manner that is easily accessible to parents/guardians and students (Education Code 234.6; 34 CFR 106.8)

5. Is provided as part of any orientation program conducted for new and continuing students at the time the student is enrolled or at the beginning of each quarter, semester, or summer session (Education Code 231.5)

6. Appears in any school or district publication that sets forth the school's or district's comprehensive rules, regulations, procedures, and standards of conduct (Education Code 231.5)

### **Reports and Complaints**

A student or a student's parent(s)/guardian(s) who believes that the student has been subjected to sexual harassment in a district program or activity or who has witnessed sexual harassment is strongly encouraged to report the incident to the district's Title IX Coordinator, a teacher, the principal, or any other available school employee. Within one workday of receiving such a report, the principal or other school employee shall forward the report to the district's Title IX Coordinator.

Any school employee who observes an incident of sexual harassment shall, within one workday, report the observation to the Title IX Coordinator as specified in the accompanying Board policy. The report shall be made regardless of whether the alleged victim files a formal complaint or requests confidentiality.

When a report or complaint of sexual harassment involves off-campus conduct, the Title IX Coordinator shall assess whether the conduct may create or contribute to the creation of a hostile school environment. If the Title IX Coordinator determines that a hostile environment may be created, the complaint shall be investigated and resolved in the same manner as if the prohibited conduct occurred at school.

When a verbal or informal report of sexual harassment is submitted, the Title IX Coordinator shall inform the student or parent/guardian of the right to file a formal written complaint in accordance with applicable district complaint procedures.

All complaints alleging sexual harassment against students in the school setting shall be investigated and resolved in accordance with law and district procedures. The district's Title IX Coordinator shall review the allegations to determine the applicable procedure for responding to the complaint. All complaints that meet the definition of sexual harassment under Title IX shall be investigated and resolved in accordance with Administrative Regulation 5145.71 - Title IX Sexual Harassment Complaint Procedures. Other sexual harassment complaints shall be investigated and resolved pursuant to Board Policy and Administrative Regulation 1312.3 - Uniform Complaint Procedures.

If sexual harassment is found following an investigation, the Title IX Coordinator, or designee in consultation with the Title IX Coordinator, shall take prompt action to stop the sexual harassment, prevent recurrence, implement remedies, and address any continuing effects.

See Board Policy/Administrative Regulation 5145.7 for examples of conduct that may constitute sexual harassment.

(cf. 4119.23/4219.23/4319.23 - Unauthorized Release of Confidential/Privileged Information)  
(cf. 5125 - Student Records)

Los Molinos Unified School District  
Governing Board of Trustees  
Revised: 06/01/2025

## **Los Molinos Unified School District**

### **Title IX Sexual Harassment Complaint Procedures**

#### **AR 5145.71**

#### **Students**

The complaint procedures described in this administrative regulation shall be used to address any complaint governed by Title IX of the Education Amendments of 1972 alleging that a student, while in an education program or activity in which a district school exercises substantial control over the context and respondent, was subjected to one or more of the following forms of sexual harassment: (34 CFR 106.30, 106.44)

1. A district employee conditioning the provision of a district aid, benefit, or service on the student's participation in unwelcome sexual conduct.
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a student equal access to the district's education program or activity
3. Sexual assault, dating violence, domestic violence, or stalking as defined in 20 USC 1092 or 34 USC 12291

For a complaint governed by Title IX based on conduct that occurred, in whole or in part, between August 1, 2024 and January 9, 2025, or prior to August 14, 2020, the Title IX Coordinator shall consult with district legal counsel to determine which procedures to use.

All other complaints alleging sexual harassment brought by or on behalf of students shall be investigated and resolved in accordance with Board Policy/Administrative Regulation 1312.3 - Uniform Complaint Procedures. The determination over which process shall be used to investigate and resolve a complaint shall be made by the district's Title IX Coordinator.

The Title IX Coordinator shall ensure that all requirements and timelines for Board Policy/Administrative Regulation 1312.3 - Uniform Complaint Procedures are concurrently met while implementing the Title IX procedure.

#### **Basic Requirements**

When implementing Title IX grievance procedures, the district shall: (34 CFR 106.45)

1. Treat complainants and respondents equitably by providing remedies to a complainant where a determination of responsibility for sexual harassment has been made against the respondent and by following a grievance process in accordance with 34 CFR 106.45 before the imposition of any disciplinary sanctions or other actions that are not supportive measures, as defined in 34 CFR 106.30, against a respondent

Remedies following a determination of responsibility for sexual harassment shall be designed to restore or preserve equal access to the district's education program or activity, and shall be provided in accordance with "Remedies," below

2. Require an objective evaluation of all relevant evidence, including both inculpatory and exculpatory evidence, and provide that credibility determination may not be based on a person's status as complainant, respondent, or witness
3. Ensure that the Title IX Coordinator, investigator, decisionmaker, or any person that facilitates an informal resolution process, does not have a conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent, and that such individuals receive training in accordance with 34 CFR 106.45
4. Presume that the respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process
5. Include reasonably prompt timeframes for the conclusion of the grievance process, including reasonably prompt timeframes for filing and resolving appeals, and informal resolution processes if appropriate and offered by the district

The district's procedures shall also include a process that allows for the temporary delay of the grievance procedures or the limited extension of timeframes for good cause with written notice to the complainant and the respondent of the delay or extension and the reasons for the action. Good cause may include considerations such as the absence of a party, a party's advisor, or a witness; concurrent law enforcement activity; or the need for language assistance or accommodation of disabilities.

6. Describe the range of, or list, the possible disciplinary sanctions and remedies that the district may implement following any determination of responsibility
7. State whether the standard of evidence to be used to determine responsibility is the preponderance of the evidence standard or the clear and convincing evidence standard, and apply the same standard of evidence to formal complaints against students and employees and to all formal complaints of sexual harassment
8. Include the procedures and permissible bases for the complainant and respondent to appeal
9. Describe the range of supportive measures available to complainants and respondents
10. Not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege

Additionally, the district shall not disclose the identity of any individual who has made a report or complaint of sex discrimination, including any individual who has made a report or filed a formal complaint of sexual harassment, any complainant, any individual who has been reported to be the perpetrator of sex discrimination, any respondent, and any witness, except as may be permitted by the Family Educational Rights and Privacy Act statute or regulations, as required by law, or to carry out the purposes of Title IX, including the conduct of any investigation, hearing, or judicial proceeding arising under Title IX. (34 CFR 106.30, 106.71)

### **Reporting Allegations/Filing a Formal Complaint**

A student who is the alleged victim of sexual harassment or the student's parent/guardian may submit a report of sexual harassment to the district's Title IX Coordinator using the contact information listed in Administrative Regulation 5145.7 - Sexual Harassment, or to any other available school employee, who shall forward the report to the Title IX Coordinator within one workday of receiving the report.

Upon receiving such a report, the Title IX Coordinator shall inform the complainant of the right to file a formal complaint and the process for filing a formal complaint. (34 CFR 106.44)

A formal complaint shall include the complainant's physical or digital signature, or another indication that the complainant is the person filing the complaint, and be filed with the Title IX Coordinator in person, by mail, by email, or by any other method authorized by the district. (34 CFR 106.30)

If the district has actual knowledge of sexual harassment or allegations of sexual harassment but the alleged victim does not file a formal complaint, the Title IX Coordinator may file a formal complaint and, in situations when an imminent safety threat exists, shall file a formal complaint. In such cases, the Title IX Coordinator shall provide the alleged victim notices as required by the Title IX regulations at specific points in the complaint process.

### **Supportive Measures**

Upon receipt of a report of Title IX sexual harassment, the Title IX Coordinator shall promptly contact the complainant to discuss the availability of supportive measures and shall consider the complainant's wishes with respect to the supportive measures implemented. Supportive measures shall be offered as appropriate, as reasonably available, and without charge to the complainant or the respondent before or after the filing of a formal complaint or even if no formal complaint has been filed. Such measures shall be nondisciplinary, nonpunitive, and designed to restore or preserve equal access to the district's education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the district's educational environment or to deter sexual harassment. Supportive measures may include, but are not limited to, counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact, changes in work or housing locations, leaves of absence, increased security, and monitoring of certain areas of the campus. (34 CFR 106.30, 106.44)

The district shall maintain as confidential any supportive measures provided to the complainant or respondent, to the extent that maintaining such confidentiality would not impair the district's ability to provide the supportive measures. (34 CFR 106.30)

### **Emergency Removal from School**

If a student is the respondent, the district may remove the student from the district's education program or activity on an

emergency basis, provided that the district conducts an individualized safety and risk analysis, determines that removal is justified due to an immediate threat to the physical health or safety of any student or other individual arising from the allegations, and provides the student with notice and an opportunity to challenge the decision immediately following the removal. Any such removal may not constitute discipline for student record purposes or Board Policy 5144 - Discipline. Additionally, this authority to remove a student does not modify a student's rights under the Individuals with Disabilities Education Act or Section 504 of the Rehabilitation Act of 1973. (34 CFR 106.44)

If a district employee is the respondent, the employee may be placed on administrative leave during the pendency of the formal complaint process. (34 CFR 106.44)

### **Dismissal of Complaint**

The Title IX Coordinator shall dismiss a formal complaint if the alleged conduct would not constitute sexual harassment as defined in 34 CFR 106.30. Additionally, the Title IX Coordinator shall dismiss a formal complaint in which the alleged conduct did not occur in the district's education program or activity or did not occur against a person in the United States. In addition, the Title IX Coordinator may dismiss a formal complaint if the complainant notifies the district in writing that the complainant would like to withdraw the complaint or any allegations in the complaint, the respondent is no longer enrolled or employed by the district, or sufficient circumstances prevent the district from gathering evidence sufficient to reach a determination with regard to the complaint. (34 CFR 106.45)

Upon dismissal, the Title IX Coordinator shall promptly send written notice of the dismissal and the reasons for the dismissal simultaneously to the parties, and shall inform them of their right to appeal the dismissal in accordance with the appeal procedures described in the section "Appeals" below. (34 CFR 106.45)

If a complaint is dismissed, the conduct may still be addressed pursuant to Board Policy/Administrative Regulation 1312.3 - Uniform Complaint Procedures, as applicable.

### **Informal Resolution Process**

When a formal complaint of sexual harassment is filed the district may offer an informal resolution process, such as mediation, at any time prior to reaching a determination regarding responsibility. (34 CFR 106.45)

The district shall not require a party to participate in the informal resolution process or to waive the right to an investigation and adjudication of a formal complaint, including that the district shall not require such waiver as a condition of enrollment or employment or continuing enrollment or employment. (34 CFR 106.45)

As part of an informal resolution, the parties may agree upon discipline such as suspension or expulsion without the need for an investigation.

The district may facilitate an informal resolution process provided that the district: (34 CFR 106.45)

1. Provides the parties with written notice disclosing the allegations; the requirements of the informal resolution process, including the circumstances under which it precludes the parties from resuming a formal complaint arising from the same allegations; the right to withdraw from the informal process and resume the formal complaint process at any time prior to agreeing to a resolution; and any consequences resulting from the informal resolution process, including that records will be maintained or could be shared
2. Obtains the parties' voluntary, written consent to the informal resolution process
3. Does not offer or facilitate an informal resolution process to resolve allegations that an employee sexually harassed a student

### **Written Notice**

If a formal complaint is filed, the Title IX Coordinator shall provide the known parties with written notice of the following: (34 FR 106.45)

1. The district's complaint process, including any informal resolution process
2. The allegations potentially constituting sexual harassment with sufficient details known at the time, including the identity of parties involved in the incident if known, the conduct allegedly constituting sexual harassment, and the date and location of the alleged incident if known

Such notice shall be provided with sufficient time for the parties to prepare a response before any initial interview. If, during the course of the investigation, new Title IX allegations arise about the complainant or respondent that are not included in the initial notice, the Title IX Coordinator shall provide notice of the additional allegations to the parties.

3. A statement that the respondent is presumed not responsible for the alleged conduct and that a determination

regarding responsibility is made at the conclusion of the complaint process

4. The opportunity for the parties to have an advisor of their choice who may be, but is not required to be, an attorney, and the ability to inspect and review evidence
5. The prohibition against knowingly making false statements or knowingly submitting false information during the complaint process

The above notice may also include the name of the investigator, facilitator of an informal process, and decisionmaker and inform the parties that, if at any time a party has concerns regarding conflict of interest or bias regarding any of these persons, the party should immediately notify the Title IX Coordinator.

### **Consolidation of Complaints**

When the allegations of sexual harassment arise out of the same facts or circumstances, the district may consolidate formal complaints alleging sexual harassment against more than one respondent; by more than one complainant against one or more respondents; or by one party against another party. (34 CFR 106.45)

### **Investigation Procedures**

During the investigation process, the district's designated investigator shall: (34 CFR 106.45)

1. Provide an equal opportunity for the parties to present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence
2. Not restrict the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence
3. Provide the parties with the same opportunities to have others present during any grievance proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice, who may be, but is not required to be, an attorney
4. Not limit the choice or presence of an advisor for either the complainant or respondent in any meeting or grievance proceeding, although the district may establish restrictions regarding the extent to which the advisor may participate in the proceedings as long as the restrictions apply equally to both parties
5. Provide, to a party whose participation is invited or expected, written notice of the date, time, location, participants, and purpose of all investigative interviews or other meetings, with sufficient time for the party to prepare to participate
6. Provide both parties an equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in a formal complaint including evidence that the district does not intend to rely on in reaching a determination regarding responsibility and inculpatory and exculpatory evidence whether obtained from a party or other source so that each party can meaningfully respond to the evidence prior to conclusion of the investigation
7. Send in an electronic format or hard copy to both parties and their advisors, if any, the evidence obtained as part of the investigation that is directly related to the allegations raised in the complaint, and provide the parties at least 10 days to submit a written response for the investigator to consider prior to the completion of the investigative report
8. Create an investigative report that fairly summarizes relevant evidence and, at least 10 days prior to the determination of responsibility, send to the parties and their advisors, if any, the investigative report in an electronic format or a hard copy, for their review and written response

Questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence are offered to prove that someone other than the respondent committed the conduct alleged by the complainant or if the questions and evidence concern specific incidents of the complainant's prior sexual behavior with respect to the respondent and are offered to prove consent.

Privacy rights of all parties to the complaint shall be maintained in accordance with applicable state and federal laws.

If the complaint is against an employee, rights conferred under an applicable collective bargaining agreement shall be applied



to the extent they do not conflict with the Title IX requirements.

### **Written Decision**

The Superintendent shall designate an employee as the decisionmaker to determine responsibility for the alleged conduct, who shall not be the Title IX Coordinator or a person involved in the investigation. (34 CFR 106.45)

After the investigative report has been sent to the parties but before reaching a determination regarding responsibility, the decisionmaker shall afford each party the opportunity to submit written, relevant questions that the party wants asked of any party or witness, provide each party with the answers, and allow for additional, limited follow-up questions from each party.

The decisionmaker shall issue, and simultaneously provide to both parties, a written decision as to the scope of the respondent's responsibility for the alleged conduct, if any. (34 CFR 106.45)

The written decision shall be issued within 60 calendar days of the receipt of the complaint.

The district may extend the timeline for good cause with written notice to the complainant and respondent of the extension and the reasons for the action. (34 CFR 106.45)

In making this determination, the decisionmaker shall use the "preponderance of the evidence" standard for all formal complaints of sexual harassment. The same standard of evidence shall be used for formal complaints against students as for complaints against employees. (34 CFR 106.45)

The written decision shall include the following: (34 CFR 106.45)

1. Identification of the allegations potentially constituting sexual harassment as defined in 34 CFR 106.30
2. A description of the procedural steps taken from receipt of the formal complaint through the written decision, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held if the district includes hearings as part of the grievance process
3. Findings of fact supporting the determination
4. Conclusions regarding the application of the district's code of conduct or policies to the facts
5. A statement of, and rationale for, the result as to each allegation, including a decision regarding responsibility, any disciplinary sanctions the district imposes on the respondent, and whether remedies designed to restore or preserve equal access to the district's educational program or activity will be provided by the district to the complainant
6. The district's procedures and permissible bases for the complainant and respondent to appeal

### **Appeals**

Either party may appeal the written decision or dismissal of a formal complaint or any allegation in the complaint, if the party believes that a procedural irregularity affected the outcome, new evidence is available that was not reasonably available at the time the determination regarding responsibility or dismissal was made that could affect the outcome, or a conflict of interest or bias by the Title IX Coordinator, investigator(s), or decisionmaker(s) affected the outcome.

If an appeal is filed, the district shall: (34 CFR 106.45)

1. Notify the other party in writing when an appeal is filed and implement appeal procedures equally for both parties
2. Ensure that the decisionmaker(s) for the appeal is trained in accordance with 34 CFR 106.45 and is not the same decisionmaker(s) who reached the determination regarding responsibility or dismissal, the investigator(s), or the Title IX Coordinator
3. Give both parties a reasonable, equal opportunity to submit a written statement in support of, or challenging, the outcome
4. Issue a written decision describing the result of the appeal and the rationale for the result
5. Provide the written decision simultaneously to both parties

An appeal shall be filed in writing within 10 calendar days of receiving the notice of the decision or dismissal, stating the grounds for the appeal and including any relevant documentation in support of the appeal. Appeals submitted after this deadline are not timely and shall not be considered.

A written decision shall be provided to the parties within 20 calendar days from the receipt of the appeal.

Either party has the right to file a complaint with the U.S. Department of Education's Office for Civil Rights within 180 days of the date of the most recently alleged misconduct.

The complainant shall be advised of any civil law remedies, including, but not limited to, injunctions, restraining orders, or other remedies or orders that may be available under state or federal antidiscrimination laws, if applicable.

## **Remedies**

When a determination of responsibility for sexual harassment has been made against the respondent, the district shall provide remedies to the complainant as appropriate. Such remedies may include the same individualized services described above in the section "Supportive Measures," but need not be nondisciplinary or nonpunitive and need not avoid burdening the respondent. (34 CFR 106.45)

## **Corrective/Disciplinary Actions**

The district may impose disciplinary sanctions or other actions after the complaint procedure has been completed and a determination of responsibility has been made. (34 CFR 106.44, 106.45)

For students in grades 4-12, discipline for sexual harassment may include suspension and/or expulsion in accordance with Board Policy and Administrative Regulation 5144.1 - Suspension/Expulsion and Administrative Regulation 5144.2 - Suspension and Expulsion/Due Process (Students with Disabilities). (Education Code 48900.2, 48915)

Other actions that may be taken with a student who is determined to be responsible for sexual harassment include, but are not limited to:

1. Transfer from a class or school as permitted by law
2. Conference with parent/guardian
3. Educating the student regarding the impact of the student's conduct on others
4. Positive behavior support
5. Referral of the student to a student success team
6. Denial of participation in extracurricular or cocurricular activities or other privileges as permitted by law

When an employee is found to have committed sexual harassment or retaliation, the district shall take appropriate disciplinary action, up to and including dismissal, in accordance with applicable law and collective bargaining agreement.

## **Record-Keeping**

The Superintendent or designee shall maintain, for a period of seven years: (34 CFR 106.45)

1. A record of all reported cases and Title IX investigations of sexual harassment, any determinations of responsibility, any audio or audiovisual recording and transcript if applicable, any disciplinary sanctions imposed, any remedies provided to the complainant, and any appeal or informal resolution and the results therefrom
2. A record of any actions, including supportive measures, taken in response to a report or formal complaint of sexual harassment, including the district's basis for its conclusion that its response was not deliberately indifferent, the measures taken that were designed to restore or preserve equal access to the education program or activity, and, if no supportive measures were provided to the complainant, the reasons that such a response was not unreasonable in light of the known circumstances

3. All materials used to train the Title IX Coordinator, investigator(s), decisionmaker(s), and any person who facilitates an informal resolution process

The district shall make such training materials publicly available on its website, or if the district does not maintain a website, available upon request by members of the public.

For complaints containing allegations of childhood sexual assault, the Superintendent or designee shall also indefinitely maintain the following: (Code of Civil Procedure 340.1)

1. A record of the allegation(s)
2. A record of the investigation procedures followed
3. A record of the written determination
4. A record of the corrective action implemented, if any
5. A record of any appeals and the outcome of the same
6. All training materials addressing the prohibition and investigation of childhood sexual assault

Additionally, the Superintendent or designee shall indefinitely maintain a record of insurance which evidences the district's coverage for acts of sexual assault.

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

5 CCR 4600-4670

5 CCR 4900-4965

Civ. Code 1714.1

Civ. Code 51.9

Ed. Code 200-262.4

Ed. Code 48900

Ed. Code 48900.2

Ed. Code 48985

Gov. Code 12950.1

## Description

Uniform complaint procedures

Nondiscrimination in elementary and secondary educational programs receiving state or federal financial assistance

[Liability of parent/guardian for act of willful misconduct by a minor](#)

[Liability for sexual harassment; business, service and professional relationships](#)

[Prohibition of discrimination](#)

[Grounds for suspension or expulsion](#)

[Additional grounds for suspension or expulsion; sexual harassment](#)

[Notices to parents in language other than English](#)

[Sexual harassment training](#)

## Federal

20 USC 1092

20 USC 1221

20 USC 1232g

20 USC 1681-1688

sex

34 CFR 106.1-106.82

34 CFR 99.1-99.67

34 USC 12291

42 USC 1983

42 USC 2000d-2000d-7

42 USC 2000e-2000e-17

## Description

[Definition of sexual assault](#)

[Application of laws](#)

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

Title IX of the Education Amendments of 1972; discrimination based on

[Nondiscrimination on the basis of sex in education programs or activities](#)

[Family Educational Rights and Privacy](#)

[Definition of dating violence, domestic violence, and stalking](#)

[Civil action for deprivation of rights](#)

Title VI, Civil Rights Act of 1964

Title VII, Civil Rights Act of 1964, as amended

## Management Resources

Court Decision

Court Decision

Court Decision

Court Decision

Court Decision

Court Decision

Court Decision

Court Decision

Federal Register

U.S. DOE, Office for Civil Rights Publication

U.S. DOJ, FBI Publication

Website

Website

Website

Website

Website

## Cross References

0410

1312.3

1312.3

1312.3-E(1)

## Description

[Tennessee v. Cardona \(2024\) 737 F.Supp.3d 510](#)

[Gebser v. Lago Vista Independent School District \(1998\) 524 U.S. 274](#)

[Oona by Kate S. v. McCaffrey \(1998, 9th Cir.\) 143 F.3d 473](#)

[Reese v. Jefferson School District \(2001, 9th Cir.\) 208 F.3d 736](#)

[Davis v. Monroe County Board of Education \(1999\) 526 U.S. 629](#)

[Doe v. Petaluma City School District \(1995, 9th Cir.\) 54 F.3d 1447](#)

[Donovan v. Poway Unified School District \(2008\) 167 Cal.App.4th 567](#)

[Flores v. Morgan Hill Unified School District \(2003, 9th Cir.\) 324](#)

[F.3d 1130 Nondiscrimination on the Basis of Sex in Education](#)

[Programs or Activities](#)

[Receiving Federal Financial Assistance, May 19, 2020, Vol. 85, No. 97, pages 30026-30579](#)

[Dear Colleague Letter: Enforcement of Title IX under the provisions of the 2020 Title IX Rule, February 4, 2025](#)

[National Incident-Based Reporting System](#)

[U.S. Department of Justice, Federal Bureau of Investigation](#)

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

[California Department of Education](#)

[CSBA](#)

[U.S. Department of Education, Office for Civil Rights](#)

## Description

[Nondiscrimination In District Programs And Activities](#)

[Uniform Complaint Procedures](#)

[Uniform Complaint Procedures](#)

[Uniform Complaint Procedures](#)

**Cross References****Description**

1312.3-E(2)	<a href="#">Uniform Complaint Procedures</a>
1313	<a href="#">Civility</a>
3552	<a href="#">Summer Meal Program</a>
3552	<a href="#">Summer Meal Program</a>
3580	<a href="#">District Records</a>
3580	<a href="#">District Records</a>
4030	<a href="#">Nondiscrimination In Employment</a>
4030	<a href="#">Nondiscrimination In Employment</a>
4117.7	<a href="#">Employment Status Reports</a>
4118	<a href="#">Dismissal/Suspension/Disciplinary Action</a>
4118	<a href="#">Dismissal/Suspension/Disciplinary Action</a>
4119.11	<a href="#">Sexual Harassment</a>
4119.11	<a href="#">Sexual Harassment</a>
4119.12	<a href="#">Title IX Sexual Harassment Complaint Procedures</a>
4119.12-E(1)	<a href="#">Title IX Sexual Harassment Complaint Procedures</a>
4131	<a href="#">Staff Development</a>
4218	<a href="#">Dismissal/Suspension/Disciplinary Action</a>
4218	<a href="#">Dismissal/Suspension/Disciplinary Action</a>
4219.11	<a href="#">Sexual Harassment</a>
4219.11	<a href="#">Sexual Harassment</a>
4219.12	<a href="#">Title IX Sexual Harassment Complaint Procedures</a>
4219.12-E(1)	<a href="#">Title IX Sexual Harassment Complaint Procedures</a>
4317.7	<a href="#">Employment Status Reports</a>
4319.11	<a href="#">Sexual Harassment</a>
4319.11	<a href="#">Sexual Harassment</a>
4319.12	<a href="#">Title IX Sexual Harassment Complaint Procedures</a>
4319.12-E(1)	<a href="#">Title IX Sexual Harassment Complaint Procedures</a>
5030	<a href="#">Student Wellness</a>
5141.4	<a href="#">Child Abuse Prevention And Reporting</a>
5141.4	<a href="#">Child Abuse Prevention And Reporting</a>
5141.52	<a href="#">Suicide Prevention</a>
5141.52	<a href="#">Suicide Prevention</a>
5144	<a href="#">Discipline</a>
5144	<a href="#">Discipline</a>
5144.1	<a href="#">Suspension And Expulsion/Due Process</a>
5144.1	<a href="#">Suspension And Expulsion/Due Process</a>
5145.3	<a href="#">Nondiscrimination/Harassment</a>

5145.3	<a href="#"><u>Nondiscrimination/Harassment</u></a>
5145.7	<a href="#"><u>Sexual Harassment</u></a>
5145.7	<a href="#"><u>Sexual Harassment</u></a>
5145.9	<a href="#"><u>Hate-Motivated Behavior</u></a>
6145	<a href="#"><u>Extracurricular And Cocurricular Activities</u></a>
6145	<a href="#"><u>Extracurricular And Cocurricular Activities</u></a>
6159	<a href="#"><u>Individualized Education Program</u></a>
6159	<a href="#"><u>Individualized Education Program</u></a>
6164.5	<a href="#"><u>Student Success Teams</u></a>
6164.5	<a href="#"><u>Student Success Teams</u></a>
6164.6	<a href="#"><u>Identification And Education Under Section 504</u></a>
6164.6	<a href="#"><u>Identification And Education Under Section 504</u></a>

# LOS MOLINOS UNIFIED SCHOOL DISTRICT

E 5145.71

## Title IX Sexual Harassment Complaint Procedures

### Notice of Title IX Sexual Harassment Policy

The district shall not discriminate on the basis of sex in any education program or activity that it operates. The prohibition against discrimination on the basis of sex is required by federal law (20 USC 1681-1688; 34 CFR Part 106) and extends to admission and employment. The district also prohibits retaliation against any student for filing a complaint or exercising any right granted under Title IX.

The district shall take prompt and equitable action to address any potential Title IX violations that are brought to its attention. Any inquiries about the application of Title IX, this notice, and who is protected by Title IX may be referred to the district's Title IX Coordinator, to the Assistant Secretary for Civil Rights of the U.S. Department of Education, or both.

The following employee serves as the district's Title IX Coordinator and is responsible for addressing concerns or inquiries regarding discrimination on the basis of sex, including sexual harassment:

\_\_\_\_\_  
Name and/or Title/Position

\_\_\_\_\_  
Address

\_\_\_\_\_  
Telephone Number

\_\_\_\_\_  
Email Address

Any individual may report sex discrimination, including sexual harassment, to the Title IX Coordinator or any other school employee at any time, including during non-business hours, by mail, phone, or email. During district business hours, reports may also be made in person. Upon receiving an allegation of sexual harassment, the Title IX Coordinator shall promptly notify the parties, in writing, of the applicable district complaint procedure.

To view an electronic copy of the district's policies and administrative regulations on sexual harassment, including the grievance process that complies with 34 CFR 106.45, please see Board Policy/Administrative Regulation 5145.7- Sexual Harassment and Administrative Regulation 5145.71 - Title IX Sexual Harassment Complaint Procedures on the district's website at [lmusd.net](http://lmusd.net)

To inspect or obtain a copy of the district's sexual harassment policies and administrative regulations, please contact:  
Los Molinos Unified School District Office  
7851 Hwy 99E  
Los Molinos, CA 96055  
530-384-7826

Materials used to train the Title IX Coordinator, investigator(s), decisionmakers, and any person(s) who facilitates an informal resolution process are also publicly available on the district's website or at the district office upon request.

**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 4600-4670	Uniform complaint procedures
5 CCR 4900-4965	Nondiscrimination in elementary and secondary educational programs receiving state or federal financial assistance
Civ. Code 1714.1	<u>Liability of parent/guardian for act of willful misconduct by a minor</u>
Civ. Code 51.9	<u>Liability for sexual harassment; business, service and professional relationships</u>
Ed. Code 200-262.4	<u>Prohibition of discrimination</u>
Ed. Code 48900	<u>Grounds for suspension or expulsion</u>
Ed. Code 48900.2	<u>Additional grounds for suspension or expulsion; sexual harassment</u>
Ed. Code 48985	<u>Notices to parents in language other than English</u>
Gov. Code 12950.1	<u>Sexual harassment training</u>
Federal	Description
20 USC 1092	<u>Definition of sexual assault</u>
20 USC 1221	<u>Application of laws</u>
20 USC 1232g	<u>Family Educational Rights and Privacy Act (FERPA) of 1974</u>
20 USC 1681-1688	Title IX of the Education Amendments of 1972; discrimination based on sex
34 CFR 106.1-106.82	<u>Nondiscrimination on the basis of sex in education programs or activities</u>
34 CFR 99.1-99.67	<u>Family Educational Rights and Privacy</u>
34 USC 12291	<u>Definition of dating violence, domestic violence, and stalking</u>
42 USC 1983	<u>Civil action for deprivation of rights</u>
42 USC 2000d-2000d-7	Title VI, Civil Rights Act of 1964
42 USC 2000e-2000e-17	Title VII, Civil Rights Act of 1964, as amended
Management Resources	Description
Court Decision	Tennessee v. Cardona (2024) 737 F.Supp.3d 510
Court Decision	<u>Gebser v. Lago Vista Independent School District (1998) 524 U.S. 274</u>
Court Decision	<u>Oona by Kate S. v. McCaffrey (1998, 9th Cir.) 143 F.3d 473</u>
Court Decision	<u>Reese v. Jefferson School District (2001, 9th Cir.) 208 F.3d 736</u>
Court Decision	<u>Davis v. Monroe County Board of Education (1999) 526 U.S. 629</u>
Court Decision	<u>Doe v. Petaluma City School District (1995, 9th Cir.) 54 F.3d 1447</u>
Court Decision	<u>Donovan v. Poway Unified School District (2008) 167 Cal.App.4th 567</u>
Court Decision	<u>Flores v. Morgan Hill Unified School District (2003, 9th Cir.) 324 F.3d 1130</u>
Federal Register	<u>Nondiscrimination on the Basis of Sex in Education Programs or Activities</u> <u>Receiving Federal Financial Assistance, May 19, 2020, Vol. 85, No. 97, pages 30026-30579</u>



U.S. DOE, Office for Civil Rights Publication [\*\*Dear Colleague Letter: Enforcement of Title IX under the provisions of the 2020 Title IX Rule, February 4, 2025\*\*](#)

U.S. DOJ, FBI Publication

Website

Website

Website

Website

Website

[\*\*National Incident-Based Reporting System\*\*](#)

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

[\*\*California Department of Education\*\*](#)

[\*\*CSBA\*\*](#)

[\*\*U.S. Department of Education, Office for Civil Rights\*\*](#)

#### **Cross References**

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1312.3

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1312.3-E(1)

1312.3-E(2)

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#### **Description**

[\*\*Nondiscrimination In District Programs And Activities\*\*](#)

[\*\*Uniform Complaint Procedures\*\*](#)

[\*\*Uniform Complaint Procedures\*\*](#)

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[\*\*Employment Status Reports\*\*](#)

[\*\*Dismissal/Suspension/Disciplinary Action\*\*](#)

[\*\*Dismissal/Suspension/Disciplinary Action\*\*](#)

[\*\*Sexual Harassment\*\*](#)

[\*\*Sexual Harassment\*\*](#)

[\*\*Title IX Sexual Harassment Complaint Procedures\*\*](#)

[\*\*Title IX Sexual Harassment Complaint Procedures\*\*](#)

[\*\*Staff Development\*\*](#)

[\*\*Dismissal/Suspension/Disciplinary Action\*\*](#)

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4219.11

4219.11

4219.12

4219.12-E(1)

4317.7

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[\*\*Title IX Sexual Harassment Complaint Procedures\*\*](#)

[\*\*Employment Status Reports\*\*](#)

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6164.6	<u>Identification And Education Under Section 504</u>



Certified Public Accountants serving  
K-12 School Districts and Charter  
Schools throughout California

January 7, 2026

Governing Board and Management  
Los Molinos Unified School District  
7851 Highway 99E  
Los Molinos, CA 96055

We are pleased to confirm our understanding of the services we are to provide for Los Molinos Unified School District for the fiscal years ending June 30, 2026, 2027, and 2028.

### **Audit Scope**

We will audit the financial statements of the governmental activities, each major fund, and the aggregate remaining fund information, including the disclosures, which collectively comprise the basic financial statements, of Los Molinos Unified School District as of and for the fiscal years ending June 30, 2026, 2027, and 2028. Accounting standards generally accepted in the United States of America (GAAP) provide for certain required supplementary information (RSI), such as management's discussion and analysis (MD&A), to supplement Los Molinos Unified School District's basic financial statements. Such information, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. As part of our engagement, we will apply certain limited procedures to Los Molinos Unified School District's RSI in accordance with auditing standards generally accepted in the United States of America (GAAS). These limited procedures will consist of inquiries of management regarding the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We will not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance. The following RSI is required by GAAP and will be subjected to certain limited procedures, but will not be audited:

1. Management's Discussion & Analysis
2. Budgetary Comparison Schedule
3. Schedules of District's Proportionate Share of Net Pension Liability
4. Schedules of District Contributions

We have also been engaged to report on supplementary information other than RSI that accompanies Los Molinos Unified School District's financial statements. We will subject the following supplementary information to the auditing procedures applied in our audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS, and we will provide an opinion on it in relation to the financial statements as a whole in a report combined with our auditor's report on the financial statements.

1. Schedule of expenditures of federal awards (if Uniform Guidance applies\*).
2. Other schedules and/or information as required by the State Controller's Office.

*\*A Federal Single Audit under Uniform Guidance is applicable in any year that Los Molinos Unified School District expends more than the Single Audit Threshold in Federal funds.*

348 Olive Street  
San Diego, CA  
92103

O: 619-270-8222  
F: 619-260-9085  
[christywhite.com](http://christywhite.com)

## **Audit Objectives**

The objectives of our audit are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and issue an auditor's report that includes our opinions about whether your financial statements are fairly presented, in all material respects, in conformity with GAAP, and report on the fairness of the supplementary information referred to in the second paragraph when considered in relation to the financial statements as whole. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS and *Government Auditing Standards* will always detect a material misstatement when it exists. Misstatements, including omissions, can arise from fraud or error and are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment of a reasonable user made based on the financial statements. The objectives also include reporting on:

- Internal control over financial reporting and compliance with provisions of laws, regulations, contracts, and award agreements, noncompliance with which could have a material effect on the financial statements in accordance with *Government Auditing Standards*.
- Internal control over compliance related to major programs and an opinion (or disclaimer of opinion) on compliance with federal statutes, regulations, and the terms and conditions of federal awards that could have a direct and material effect on each major program in accordance with the Single Audit Act Amendments of 1996 and Title 2 U.S. Code of Federal Regulations (CFR) Part 200, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards (Uniform Guidance), if applicable.
- An opinion (or disclaimer of opinion) on the District's compliance with the types of compliance requirements described in the *Guide for Annual Audits of K-12 Local Education Agencies and State Compliance Reporting*, prescribed in Title 5, *California Code of Regulations*, section 19810.

## **Auditor's Responsibilities**

We will conduct our audit in accordance with GAAS; the standards for financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States; the Single Audit Act Amendments of 1996; the provisions of the Uniform Guidance (if applicable), and the *Guide for Annual Audits of K-12 Local Education Agencies and State Compliance Reporting* and will include tests of accounting records, a determination of major program(s) in accordance with Uniform Guidance (if applicable), and other procedures we consider necessary to enable us to express such opinions. As part of an audit in accordance with GAAS and *Government Auditing Standards*, we exercise professional judgment and maintain professional skepticism throughout the audit.

We will evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management. We will also evaluate the overall presentation of the financial statements, including the disclosures, and determine whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation. We will plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement, whether from (1) errors, (2) fraudulent financial reporting, (3) misappropriation of assets, or (4) violations of laws or governmental regulations that are attributable to the school district or to acts by management or employees acting on behalf of the government. Because the determination of waste and abuse is subjective, *Government Auditing Standards* do not expect auditors to perform specific procedures to detect waste or abuse in financial audits nor do they expect auditors to provide reasonable assurance of detecting waste or abuse.

Because of the inherent limitations of an audit, combined with the inherent limitations of internal control, and because we will not perform a detailed examination of all transactions, there is an unavoidable risk that some material misstatements or noncompliance may not be detected by us, even though the audit is properly planned and performed in accordance with GAAS and *Government Auditing Standards*. In addition, an audit is not designed to detect immaterial misstatements or violations of laws or governmental regulations that do not have a direct and material effect on the financial statements or on major programs. However, we will inform the appropriate level of management of any material errors, any fraudulent financial reporting, or misappropriation of assets that come to our attention.

We will also inform the appropriate level of management of any violations of laws or governmental regulations that come to our attention, unless clearly inconsequential. We will include such matters in the reports required for a Single Audit. Our responsibility as auditors is limited to the period covered by our audit and does not extend to any later periods for which we are not engaged as auditors.

In connection with this engagement, we may communicate with you or others via email transmission. As emails can be intercepted and read, disclosed, or otherwise used or communicated by an unintended third party, or may not be delivered to each of the parties to whom they are directed and only to such parties, we cannot guarantee or warrant that emails from us will be properly delivered and read only by the addressee. Therefore, we specifically disclaim and waive any liability or responsibility whatsoever for interception or unintentional disclosure of emails transmitted by us in connection with the performance of this engagement. In that regard, you agree that we shall have no liability for any loss or damage to any person or entity resulting from the use of email transmissions, including any consequential, incidental, direct, indirect, or special damages, such as loss of revenues or anticipated profits, or disclosure or communication of confidential or proprietary information.

We will also conclude, based on the audit evidence obtained, whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the school district's ability to continue as a going concern for a reasonable period of time.

#### **Audit Procedures – Internal Controls**

We will obtain an understanding of the school district and its environment, including internal control relevant to the audit, sufficient to identify and assess the risks of material misstatement of the financial statements, whether due to error or fraud, and to design and perform audit procedures responsive to those risks and obtain evidence that is sufficient and appropriate to provide a basis for our opinions. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentation, or the override of internal control. Tests of controls may be performed to test the effectiveness of certain controls that we consider relevant to preventing and detecting errors and fraud that are material to the financial statements and to preventing and detecting misstatements resulting from illegal acts and other noncompliance matters that have a direct and material effect on the financial statements. Our tests, if performed, will be less in scope than would be necessary to render an opinion on internal control and, accordingly, no opinion will be expressed in our report on internal control issued pursuant to *Government Auditing Standards*.

As required by the Uniform Guidance (if applicable), we will perform tests of controls over compliance to evaluate the effectiveness of the design and operation of controls that we consider relevant to preventing or detecting material noncompliance with compliance requirements applicable to each major federal award program. However, our tests will be less in scope than would be necessary to render an opinion on those controls and, accordingly, no opinion will be expressed in our report on internal control issued pursuant to the Uniform Guidance.

An audit is not designed to provide assurance on internal control or to identify significant deficiencies or material weaknesses. Accordingly, we will express no such opinion. However, during the audit, we will communicate to management and those charged with governance internal control related matters that are required to be communicated under AICPA professional standards, *Government Auditing Standards*, and the Uniform Guidance.

#### **Audit Procedures – Compliance**

As part of obtaining reasonable assurance about whether the financial statements are free of material misstatement, we will perform tests of Los Molinos Unified School District's compliance with provisions of applicable laws, regulations, contracts, and agreements, including grant agreements. However, the objective of those procedures will not be to provide an opinion on overall compliance, and we will not express such an opinion in our report on compliance issued pursuant to *Government Auditing Standards*.

When applicable, the Uniform Guidance requires that we also plan and perform the audit to obtain reasonable assurance about whether the auditee has complied with federal statutes, regulations, and the terms and conditions of federal awards applicable to major programs. Our procedures will consist of tests of transactions and other applicable procedures described in the OMB Compliance Supplement for the types of compliance requirements that could have a direct and material effect on each of Los Molinos Unified School District 's major programs. For federal programs that are included in the Compliance Supplement, our compliance and internal control procedures will relate to the compliance requirements that the Compliance Supplement identifies as being subject to audit. The purpose of these procedures will be to express an opinion on Los Molinos Unified School District 's compliance with requirements applicable to each of its major programs in our report on compliance issued pursuant to the Uniform Guidance.

#### **Other Services**

We will also assist in preparing the financial statements, schedule of expenditures of federal awards, and related notes of Los Molinos Unified School District in conformity with accounting principles generally accepted in the United States of America and the Uniform Guidance based on information provided by you. These nonaudit services do not constitute an audit under *Government Auditing Standards* and such services will not be conducted in accordance with *Government Auditing Standards*. We will perform the services in accordance with applicable professional standards. The other services are limited to the financial statements, schedule of expenditures of federal awards, and related notes services previously defined. We, in our sole professional judgment, reserve the right to refuse to perform any procedure or take any action that could be construed as assuming management responsibilities.

#### **Management Responsibilities**

Our audit will be conducted on the basis that you acknowledge and understand your responsibility for (1) designing, implementing, establishing, and maintaining effective internal controls relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error, including internal controls over federal awards, and for evaluating and monitoring ongoing activities to help ensure that appropriate goals and objectives are met; (2) following laws and regulations; (3) ensuring that there is reasonable assurance that government programs are administered in compliance with compliance requirements; and (4) ensuring that management and financial information is reliable and properly reported. Management is also responsible for implementing systems designed to achieve compliance with applicable laws, regulations, contracts, and grant agreements. You are also responsible for the selection and application of accounting principles; for the preparation and fair presentation of the financial statements, schedule of expenditures of federal awards, and all accompanying information in conformity with accounting principles generally accepted in the United States of America; and for compliance with applicable laws and regulations (including federal statutes) and the provisions of contracts and grant agreements (including award agreements). Your responsibilities also include identifying significant contractor relationships in which the contractor has responsibility for program compliance and for the accuracy and completeness of that information.

You are also responsible for making drafts of financial statements, schedule of expenditures of federal awards, all financial records, and related information available to us and for the accuracy and completeness of that information (including information from outside of the general and subsidiary ledgers). You are also responsible for providing us with (1) access to all information of which you are aware that is relevant to the preparation and fair presentation of the financial statements, such as records, documentation, identification of all related parties and all related-party relationships and transactions, and other matters; (2) access to personnel, accounts, books, records, supporting documentation, and other information as needed to perform an audit under the Uniform Guidance (if applicable); (3) additional information that we may request for the purpose of the audit; and (4) unrestricted access to persons within the government from whom we determine it necessary to obtain audit evidence. At the conclusion of our audit, we will require certain written representations from you about the financial statements; schedule of expenditures of federal awards; federal award programs; compliance with laws, regulations, contracts, and grant agreements; and related matters.

Your responsibilities include adjusting the financial statements to correct material misstatements and confirming to us in the management representation letter that the effects of any uncorrected misstatements aggregated by us during the current engagement and pertaining to the latest period presented are immaterial, both individually and in the aggregate, to the financial statements of each opinion unit taken as a whole.

You are responsible for the design and implementation of programs and controls to prevent and detect fraud, and for informing us about all known or suspected fraud affecting the school district involving (1) management, (2) employees who have significant roles in internal control, and (3) others where the fraud could have a material effect on the financial statements. Your responsibilities include informing us of your knowledge of any allegations of fraud or suspected fraud affecting the school district received in communications from employees, former employees, grantors, regulators, or others. In addition, you are responsible for identifying and ensuring that the school district complies with applicable laws, regulations, contracts, agreements, and grants. You are also responsible for taking timely and appropriate steps to remedy fraud and noncompliance with provisions of laws, regulations, contracts, and grant agreements that we report. Additionally, when required by the Uniform Guidance, it is management's responsibility to evaluate and monitor noncompliance with federal statutes, regulations, and the terms and conditions of federal awards; take prompt action when instances of noncompliance are identified including noncompliance identified in audit findings; promptly follow up and take corrective action on reported audit findings; and prepare a summary schedule of prior audit findings and a separate corrective action plan.

You are responsible for identifying all federal awards received and understanding and complying with the compliance requirements and for the preparation of the schedule of expenditures of federal awards (including notes and noncash assistance received) in conformity with the Uniform Guidance (if applicable). You agree to include our report on the schedule of expenditures of federal awards in any document that contains, and indicates that we have reported on, the schedule of expenditures of federal awards. Your responsibilities include acknowledging to us in the written representation letter that (1) you are responsible for presentation of the schedule of expenditures of federal awards in accordance with the Uniform Guidance (if applicable); (2) you believe the schedule of expenditures of federal awards, including its form and content, is stated fairly in accordance with the Uniform Guidance (if applicable); (3) the methods of measurement or presentation have not changed from those used in the prior period (or, if they have changed, the reasons for such changes); and (4) you have disclosed to us any significant assumptions or interpretations underlying the measurement or presentation of the schedule of expenditures of federal awards.

You are also responsible for the preparation of the other supplementary information, which we have been engaged to report on, in conformity with U.S. generally accepted accounting principles. You agree to include our report on the supplementary information in any document that contains, and indicates that we have reported on, the supplementary information. Your responsibilities include acknowledging to us in the written representation letter that (1) you are responsible for presentation of the supplementary information in accordance with GAAP; (2) you believe the supplementary information, including its form and content, is fairly presented in accordance with GAAP; (3) the methods of measurement or presentation have not changed from those used in the prior period (or, if they have changed, the reasons for such changes); and (4) you have disclosed to us any significant assumptions or interpretations underlying the measurement or presentation of the supplementary information.

Management is responsible for establishing and maintaining a process for tracking the status of audit findings and recommendations. Management is also responsible for identifying and providing report copies of previous financial audits, attestation engagements, performance audits, or other studies related to the objectives discussed in the Audit Scope and Objectives section of this letter. This responsibility includes relaying to us corrective actions taken to address significant findings and recommendations resulting from those audits, attestation engagements, performance audits, or studies. You are also responsible for providing management's views on our current findings, conclusions, and recommendations, as well as your planned corrective actions for the report, and for the timing and format for providing that information.

With regard to publishing the financial statements on your website, you understand that websites are a means of distributing information and, therefore, we are not required to read the information contained in those sites or to consider the consistency of other information on the website with the original document.



You agree to assume all management responsibilities for the financial statements, schedule of expenditures of federal awards, and related notes, and any other nonaudit services we provide. You will be required to acknowledge in the management representation letter our assistance with preparation of the financial statements, the schedule of expenditures of federal awards, and related notes and that you have reviewed and approved the financial statements, the schedule of expenditures of federal awards, and related notes prior to their issuance and have accepted responsibility for them. Further, you agree to oversee the nonaudit services by designating an individual, preferably from senior management, with suitable skill, knowledge, or experience; evaluate the adequacy and results of those services; and accept responsibility for them.

### **Reporting**

We will issue written reports upon completion of our audit. Our reports will be addressed to the Governing Board of Los Molinos Unified School District. Circumstances may arise in which our report may differ from its expected form and content based on the results of our audit. Depending on the nature of these circumstances, it may be necessary for us to modify our opinions, add a separate section, or add an emphasis-of-matter or other-matter paragraph to our auditor's report, or if necessary, withdraw from this engagement. If our opinions are other than unmodified, we will discuss the reasons with you in advance. If, for any reason, we are unable to complete the audit or are unable to form or have not formed opinions, we may decline to express opinions or issue reports, or we may withdraw from this engagement.

The *Government Auditing Standards* report on internal control over financial reporting and on compliance and other matters will state that (1) the purpose of the report is solely to describe the scope of testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the entity's internal control or on compliance, and (2) the report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the entity's internal control and compliance. If issued, the Uniform Guidance report on internal control over compliance will state that the purpose of the report on internal control over compliance is solely to describe the scope of testing of internal control over compliance and the results of that testing based on the requirements of the Uniform Guidance. Both reports will state that the report is not suitable for any other purpose.

With regard to including the auditor's report in an exempt offering document, you agree that the aforementioned auditor's report, or reference to Christy White, Inc., will not be included in any such offering document without our prior permission or consent. Any agreement to perform work in connection with an exempt offering document, including an agreement to provide permission or consent, will be a separate engagement.

### **Audit Administration, Fees, and Other**

We understand that your employees will prepare all cash, accounts receivable, or other confirmations we request and will locate any documents selected by us for testing. We will schedule the engagement based in part on deadlines, working conditions, and the availability of your key personnel. We will plan the engagement based on the assumption that your personnel will cooperate and provide assistance by performing tasks such as preparing requested schedules, retrieving supporting documents, and preparing confirmations. If, for whatever reason, your personnel are unavailable to provide the necessary assistance in a timely manner, it may substantially increase the work we have to do to complete the engagement within the established deadlines, resulting in an increase in fees over our original fee estimate.

At the conclusion of the engagement, we will complete the appropriate sections of the Data Collection Form that summarizes our audit findings. It is management's responsibility to electronically submit the reporting package (including financial statements, schedule of expenditures of federal awards, summary schedule of prior audit findings, auditor's reports, and corrective action plan) along with the Data Collection Form to the federal audit clearinghouse. We will coordinate with you the electronic submission and certification. The Data Collection Form and the reporting package must be submitted within the earlier of 30 calendar days after receipt of the auditor's reports or nine months after the end of the audit period.



We will provide an electronic and up to five copies of our reports to the school district; however, management is responsible for distribution of the reports and the financial statements. We will file the report with the Office of the State Controller, California Department of Education, and the Tehema County Office of Education by the published deadline. Unless restricted by law or regulation, or containing privileged and confidential information, copies of our reports are to be made available for public inspection.

By your signature below, you acknowledge the audit documentation for this engagement is the property of Christy White, Inc and constitutes confidential information. However, subject to applicable laws and regulations, audit documentation and appropriate individuals will be made available upon request and in a timely manner to the Office of the State Controller or its designee, a federal agency providing direct or indirect funding, or the U.S. Government Accountability Office for purposes of a quality review of the audit, to resolve audit findings, or to carry out oversight responsibilities. We will notify you of any such request. If requested, access to such audit documentation will be provided under the supervision of Christy White, Inc personnel. Furthermore, upon request, we may provide copies of selected audit documentation to the aforementioned parties. These parties may intend, or decide, to distribute the copies or information contained therein to others, including other governmental agencies.

The audit documentation for this engagement will be retained for a minimum of seven years after the report release date or for any additional period requested by the Office of the State Controller. If we are aware that a federal awarding agency, pass-through entity, or auditee is contesting an audit finding, we will contact the party(ies) contesting the audit finding for guidance prior to destroying the audit documentation. Christy White, Inc does not keep any original client records, so we will return those to you at the completion of the services rendered under this engagement. It is your responsibility to retain and protect your records (which includes any work product we provide to you as well as any records that we return) for possible future use, including potential examination by any government or regulatory agencies. Christy White, Inc does not accept responsibility for hosting client information; therefore, you have the sole responsibility for ensuring you retain and maintain in your possession all your financial and non-financial information, data and records.

We expect to begin our audit as soon as possible and to issue our reports by the published deadline. The annual fee for auditing services under the terms of this agreement shall not exceed the following agreed upon amounts:

	<u>2025-26</u>	<u>2026-27</u>	<u>2027-28</u>
Annual Audit Fees	\$ 19,700	\$ 20,600	\$ 21,600

The annual fee for auditing services shall not exceed the above amounts, with the exception that any auditing services provided for (1) significant changes in District audit requirements as stated in *Government Auditing Standards* or the *Guide for Annual Audits of K-12 Local Education Agencies and State Compliance Reporting* issued by the Education Audit Appeals Panel, or (2) any changes in the number of funds or accounts maintained by the Los Molinos Unified School District during the period under this agreement, shall be in addition to the above fee. The ability to perform and complete the engagement consistent with the estimated fee included above depends upon the quality of the underlying accounting records and the timeliness of personnel in providing information and responding to requests. A failure to provide this information in an accurate and timely manner may result in an increase in fees and/or a delay in the completion of the engagement.

Our invoices for these fees will be rendered upon completion of fieldwork as follows: 25% of contract upon completion of site testing and/or planning, 25% of contract upon completion of interim testing and 50% of contract upon completion of year end fieldwork and are payable on presentation. In accordance with Education Code Section 14505 as amended, ten percent (10%) of the audit fee shall be withheld pending certification of the audit report by the Office of the State Controller and fifty percent (50%) of the audit fee shall be withheld for any subsequent year of a multi-year contract if the prior year's audit report was not certified as conforming to the reporting provisions of the *Guide for Annual Audits of K-12 Local Education Agencies and State Compliance Reporting*.

If we elect to terminate our services for nonpayment, our engagement will be deemed to have been completed upon written notification of termination, even if we have not completed our reports. You will be obligated to compensate us for all time expended and to reimburse us for all out of pocket costs through the date of termination.

#### **No Legal Services**

Los Molinos Unified School District acknowledges and agrees that Christy White, Inc does not provide legal services or licensed accounting services, and such licensed professional services are not included within the services which Christy White, Inc may provide under this Agreement. Los Molinos Unified School District agrees to consult a lawyer and/or licensed accountant if Los Molinos Unified School District seeks legal or accounting advice, and shall not rely on Christy White, Inc for such advice, consultation or services.

#### **Indemnification**

Los Molinos Unified School District shall indemnify Christy White, Inc and hold harmless its directors, officers, employees, and agents from and against any and all actions, claims, damages and losses, including attorney's fees that may arise out of or in any way result from the negligent or intentional acts, errors, or omissions of Los Molinos Unified School District. To the extent that Los Molinos Unified School District properly directs Christy White, Inc, and to the extent that Christy White, Inc fails to properly perform the Services, Christy White, Inc shall indemnify and hold Los Molinos Unified School District and its officers and employees harmless from and shall defend at its own expense all claims, demands, or suits at law or equity arising in whole or in part, but only to the extent that they arise from Christy White, Inc's active negligence or express breach of its obligations under this Agreement. Nothing in this Agreement shall require Christy White, Inc to indemnify Los Molinos Unified School District against claims, demands or suits based upon intentional or negligent acts of Los Molinos Unified School District, its agents, officers or employees.

#### **Informal Dispute Resolution and Mediation**

If any dispute arises among the parties, they agree to first try in good faith to settle the dispute within 7 business days following written notice thereof by communications between themselves. If the parties are unable to successfully resolve the dispute through such informal communications, then they shall attempt to do so within 45 days thereafter by mediation in San Diego County, California, either in person or by Zoom, under Rules for Professional Accounting and Related Services Disputes before resorting to binding arbitration. Any mediator chosen by the parties must have an accounting background unless they mutually agree in writing after the dispute has arisen to the selection of a mediator that does not have such an accounting background.

#### **Binding Arbitration**

The parties agree that any claim or controversy that is not resolved through the informal dispute resolution and mediation procedures described above, but which arises out of or relates to this agreement, or accountant's performance or non-performance of services including, without limitation, fees charged by accountant, professional negligence, malpractice, breach of fiduciary duty, and the like will be determined by binding arbitration before the Judicial Arbitration and Mediation Services (JAMS) office in San Diego, California, whether in person or by Zoom. The parties' consent to such jurisdiction and venue, unless they mutually select another venue in writing. Unless expressly set forth to the contrary herein, while the arbitration is pending, the parties shall share the costs of arbitration and arbitrator fees equally. Nevertheless, the arbitrator shall be empowered to reallocate such costs and fees to one side or the other as part of his or her final award. The arbitration will also utilize the then-prevailing comprehensive arbitration rules of JAMS, except that discovery may be taken in that arbitration pursuant to the California Code of Civil Procedure.

The arbitrator to be chosen by the parties shall have an accounting background unless they mutually agree in writing to the selection of an arbitrator that does not have an accounting background. If the parties are unable to agree on the selection of an arbitrator within 14 days after the commencement of the arbitration, then the arbitrator shall be chosen in accordance with the JAMS' rules for arbitrator selection. JAMS shall use its best efforts to include one or more arbitration candidates for the parties to choose from that have an accounting background.

Judgment may be entered upon the arbitrator's award by the San Diego Superior Court. Should Los Molinos Unified School District refuse or neglect to appear or participate in the binding arbitration proceeding or pay for its share of the arbitration fees and costs, the arbitrator is empowered to decide the claim or controversy in accordance with the evidence presented.

Los Molinos Unified School District should realize that by accepting arbitration, IT WILL WAIVE ITS RIGHT TO A JURY TRIAL AND THE RIGHT, EXCEPT UNDER LIMITED CIRCUMSTANCES, TO APPEAL THE ARBITRATOR'S DECISION.

#### **Cooperation**

This audit contract is null and void if the firm is declared ineligible to audit K-12 school districts pursuant to subdivision (c) of Education Code Section 41020.5. The above fee is based on anticipated cooperation from your personnel and the assumption that unexpected circumstances will not be encountered during the audit. If significant additional time is necessary, we will discuss it with you and arrive at a new fee estimate before we incur the additional costs.

#### **Audit Periods and Extensions**

The first period to be audited shall be for the fiscal year ending June 30, 2026, and is subject to extension for up to two additional fiscal years, if agreeable to the auditors and the District. The agreement may be cancelled annually if notified by the client or auditor by February 15 of each year. Additional extensions beyond 2028 may be secured on a year-by-year basis, subject to the agreement of the District and the auditor.

#### **Independence**

Professional standards require us to be independent with respect to the company. Any discussions with our personnel regarding employment could pose a threat to our independence. Therefore, you agree to inform the engagement partner before having any such discussions.

In accordance with *Government Auditing Standards*, upon request, we will provide you with a copy of our most recent external peer review report and any letter of comment, and any subsequent peer review reports and letters of comment received during the period of the contract.

Christy White, Inc has a non-licensee owner who may provide client services in your contract under the supervision of licensed owner.

We appreciate the opportunity to be of service to the Los Molinos Unified School District and believe this letter accurately summarizes the significant terms of our engagement. If you have any questions, please let us know. If you agree with the terms of our engagement as described in this letter, please sign the enclosed copy and return it to us.

Very truly yours,



Michael Ash, CPA  
Partner  
Christy White, Inc

#### **RESPONSE:**

This letter correctly sets forth the understanding of Los Molinos Unified School District.

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Signature

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Title

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Date

# Los Molinos High School

## 2024-2025 School Accountability Report Card

(Published During the 2025-2026 School Year)



### General Information about the School Accountability Report Card (SARC)

#### SARC Overview



By February 1 of each year, every school in California is required by state law to publish a School Accountability Report Card (SARC). The SARC contains information about the condition and performance of each California public school. Under the Local Control Funding Formula (LCFF) all local educational agencies (LEAs) are required to prepare a Local Control and Accountability Plan (LCAP), which describes how they intend to meet annual school-specific goals for all pupils, with specific activities to address state and local priorities. Additionally, data reported in an LCAP is to be consistent with data reported in the SARC.

- For more information about SARC requirements and access to prior year reports, see the California Department of Education (CDE) SARC web page at <https://www.cde.ca.gov/ta/ac/sa/>
- For more information about the LCFF or the LCAP, see the CDE LCFF web page at <https://www.cde.ca.gov/fg/aa/lc/>
- For additional information about the school, parents/guardians and community members should contact the school principal or the district office.

#### DataQuest



DataQuest is an online data tool located on the CDE DataQuest web page at <https://dq.cde.ca.gov/dataquest/> that contains additional information about this school and comparisons of the school to the district and the county. Specifically, DataQuest is a dynamic system that provides reports for accountability (e.g., test data, enrollment, high school graduates, dropouts, course enrollments, staffing, and data regarding English learners).

#### California School Dashboard



The California School Dashboard (Dashboard) <https://www.caschooldashboard.org/> reflects California's new accountability and continuous improvement system and provides information about how LEAs and schools are meeting the needs of California's diverse student population. The Dashboard contains reports that display the performance of LEAs, schools, and student groups on a set of state and local measures to assist in identifying strengths, challenges, and areas in need of improvement.

#### Internet Access

Internet access is available at public libraries and other locations that are publicly accessible (e.g., the California State Library). Access to the Internet at libraries and public locations is generally provided on a first-come, first-served basis. Other use restrictions may include the hours of operation, the length of time that a workstation may be used (depending on availability), the types of software programs available on a workstation, and the ability to print documents.

## 2025-26 School Contact Information

School Name	Los Molinos High School
Street	7900 Sherwood Blvd.
City, State, Zip	Los Molinos, CA, 96055
Phone Number	530.384.7900
Principal	Megan Weiss
Email Address	mweiss@lmusd.net
School Website	<a href="http://lmhs.lmusd.net/">http://lmhs.lmusd.net/</a>
Grade Span	9-12
County-District-School (CDS) Code	52 71571 5235106

## 2025-26 District Contact Information

District Name	Los Molinos Unified School District
Phone Number	530-384-7826
Superintendent	Stan Mojsich
Email Address	smojsich@lmusd.net
District Website	<a href="http://www.lmusd.net/">http://www.lmusd.net/</a>

## 2025-26 School Description and Mission Statement

Los Molinos High School (LMHS) serves approximately 203 students in grades 9–12 and is the only comprehensive high school in the Los Molinos Unified School District. Located in a rural community of Tehama County, LMHS provides a rigorous and inclusive education that emphasizes academic achievement, college and career readiness, and community engagement. The school's mission is to prepare students to be college- and career-ready, goal-oriented, and responsible citizens who contribute positively to society.

The school provides A-G coursework in all classes and CTE courses in Agriculture, Culinary, Computer Science, and developing a pathway in health sciences. All programs are developed based on the needs of our students and the community to enhance college and career readiness.

## About this School

### 2024-25 Student Enrollment by Grade Level

Grade Level	Number of Students
Grade 9	60
Grade 10	42
Grade 11	51
Grade 12	50
Total Enrollment	203

2024-25 Student Enrollment by Student Group

Student Group	Percent of Total Enrollment
Female	36.9
Male	63.1
American Indian or Alaska Native	0.5
Asian	2.5
Hispanic or Latino	42.4
Two or More Races	5.4
White	48.3
English Learners	10.8
Foster Youth	0.5
Homeless	2
Socioeconomically Disadvantaged	62.1
Students with Disabilities	14.8

A. Conditions of Learning

State Priority: Basic

The SARC provides the following information relevant to the State priority: Basic (Priority 1):

- Degree to which teachers are appropriately assigned and fully credentialed in the subject area and for the pupils they are teaching;
- Pupils have access to standards-aligned instructional materials; and
- School facilities are maintained in good repair.

## 2021-22 Teacher Preparation and Placement

Authorization/Assignment	School Number	School Percent	District Number	District Percent	State Number	State Percent
<b>Fully (Preliminary or Clear) Credentialed for Subject and Student Placement (properly assigned)</b>	9.2	76.76	22.6	76.91	234405.2	84
<b>Intern Credential Holders Properly Assigned</b>	0.8	6.87	2.8	9.6	4853	1.74
<b>Teachers Without Credentials and Misassignments (“ineffective” under ESSA)</b>	0	0.74	1	3.7	12001.5	4.3
<b>Credentialed Teachers Assigned Out-of-Field (“out-of-field” under ESSA)</b>	1.7	14.72	1.7	6.04	11953.1	4.28
<b>Unknown/Incomplete/NA</b>	0.1	0.83	1.1	3.73	15831.9	5.67
<b>Total Teaching Positions</b>	12	100	29.4	100	279044.8	100

Note: The data in this table is based on full-time equivalent (FTE) status. One FTE equals one staff member working full-time; one FTE could also represent two staff members who each work 50 percent of full-time. Additionally, an assignment is defined as a position that an educator is assigned based on setting, subject, and grade level. An authorization is defined as the services that an educator is authorized to provide to students.

## 2022-23 Teacher Preparation and Placement

Authorization/Assignment	School Number	School Percent	District Number	District Percent	State Number	State Percent
<b>Fully (Preliminary or Clear) Credentialed for Subject and Student Placement (properly assigned)</b>	10	77.24	24.9	80.74	231142.4	83.24
<b>Intern Credential Holders Properly Assigned</b>	0.1	0.84	2.1	6.82	5566.4	2
<b>Teachers Without Credentials and Misassignments (“ineffective” under ESSA)</b>	0.2	2.22	1.2	4.17	14938.3	5.38
<b>Credentialed Teachers Assigned Out-of-Field (“out-of-field” under ESSA)</b>	0.9	7.36	0.9	3.1	11746.9	4.23
<b>Unknown/Incomplete/NA</b>	1.5	12.18	1.5	5.14	14303.8	5.15
<b>Total Teaching Positions</b>	13	100	30.9	100	277698	100

Note: The data in this table is based on FTE status. One FTE equals one staff member working full-time; one FTE could also represent two staff members who each work 50 percent of full-time. Additionally, an assignment is defined as a position that an educator is assigned based on setting, subject, and grade level. An authorization is defined as the services that an educator is authorized to provide to students.

## 2023-24 Teacher Preparation and Placement

Authorization/Assignment	School Number	School Percent	District Number	District Percent	State Number	State Percent
<b>Fully (Preliminary or Clear) Credentialed for Subject and Student Placement (properly assigned)</b>	8.8	67.25	21.7	72.37	230039.4	100
<b>Intern Credential Holders Properly Assigned</b>	0.5	4.2	2.5	8.5	6213.8	2.23
<b>Teachers Without Credentials and Misassignments (“ineffective” under ESSA)</b>	1.8	13.89	2.8	9.4	16855	6.04
<b>Credentialed Teachers Assigned Out-of-Field (“out-of-field” under ESSA)</b>	0.6	4.73	0.6	2.07	12112.8	4.34
<b>Unknown/Incomplete/NA</b>	1.2	9.77	2.2	7.6	13705.8	4.91
<b>Total Teaching Positions</b>	13.1	100	30	100	278927.1	100

Note: The data in this table is based on FTE status. One FTE equals one staff member working full-time; one FTE could also represent two staff members who each work 50 percent of full-time. Additionally, an assignment is defined as a position that an educator is assigned based on setting, subject, and grade level. An authorization is defined as the services that an educator is authorized to provide to students.

## Teachers Without Credentials and Misassignments (considered “ineffective” under ESSA)

Authorization/Assignment	2021-22	2022-23	2023-24
<b>Permits and Waivers</b>	0.00	0	0
<b>Misassignments</b>	0.00	0.2	1.8
<b>Vacant Positions</b>	0.00	0	0
<b>Total Teachers Without Credentials and Misassignments</b>	0.00	0.2	1.8

## Credentialed Teachers Assigned Out-of-Field (considered “out-of-field” under ESSA)

Indicator	2021-22	2022-23	2023-24
<b>Credentialed Teachers Authorized on a Permit or Waiver</b>	0.00	0	0
<b>Local Assignment Options</b>	1.70	0.9	0.6
<b>Total Out-of-Field Teachers</b>	1.70	0.9	0.6



## Class Assignments

Indicator	2021-22	2022-23	2023-24
<b>Misassignments for English Learners</b> (a percentage of all the classes with English learners taught by teachers that are misassigned)	0	1.8	16.6
<b>No credential, permit or authorization to teach</b> (a percentage of all the classes taught by teachers with no record of an authorization to teach)	9.3	0	0

Note: For more information refer to the Updated Teacher Equity Definitions web page at <https://www.cde.ca.gov/pd/ee/teacherequitydefinitions.asp>.

## 2025-26 Quality, Currency, Availability of Textbooks and Other Instructional Materials

Year and month in which the data were collected		2024/12
Subject	List of Textbooks and Other Instructional Materials / Indicate if from Most Recent Adoption / Year of Adoption	Percent Students Lacking Own Assigned Copy
<b>Reading/Language Arts</b>	Houghton Mifflin Harcourt, California Collections, grade 9, 2017. California State University Press, Expository Reading and Writing Course, 2nd edition, 2014. Pearson Education Inc. Keystone Keys to Learning, 2013. Pearson Education Inc. Keystone Level D, 2013. Pearson Education Inc. Keystone Level F, 2013. Pearson Education, English Prentice Hall Literature, The American Experience, 2002. Pearson Education.	0%
<b>Mathematics</b>	Math I-Houghton, Mifflin, Harcourt, Integrated Math I, 2015 Math II-Houghton, Mifflin, Harcourt, Integrated Math II, 2015 Pre-Algebra-CPM, Core Connections Course 3, 2013 Pre-Calculus-Pearson Education, Precalculus, 2011. Math III-Houghton, Mifflin, Harcourt, Integrated Math III, 2015 Financial Literacy-Financial Literacy, Curriculum Matters-Online AP Calculus-Finney Damana Waits and Kennedy; Calculus: Graphical, Numerical, Algebraic (AP Edition), 5th edition, 2016	0%
<b>Science</b>	Addison Wesley, Chemistry, Holt Rinehart & Winston, Physics, 2007, "Physics in the Universe" by HMM Cengage, Introduction to Agronomy, 2012. Cengage, Biology Concepts & Applications, 2017. Cengage, Introductory Horticulture, 2015. Pearson, Scientific Farm Animal Production, 2016. Principles of Floral Design: An Illustrated Guide by Pat Diehl Scace and James M. DelPrince from Good-Heart Wilcox Publishing.	0%
<b>History-Social Science</b>	American Government-Prentice Hall, American Government, 2006. Economics-Prentice Hall, Economics, Principles in Action, 2007. U.S. History-McDougal Littell, The Americans, 2003.	0%

	World History-Prentice Hall, World History-The Modern World, 2007. Ag. Econ-aylor & Francis, Principles of Agricultural Economics, 2016. AP Human Geography - Human Geography; Wiley Publishing 2015, Fouberg, Murphy, and De Blij AP Psychology - Myers' Psychology for AP; Worth Publishing 2011, Myers	
<b>Foreign Language</b>	Auténtico Level 1 Copyright 2018 by Pearson Education, Inc. or its affiliates. Auténtico Level 2 Copyright 2018 by Pearson Education, Inc. or its affiliates. Auténtico Level 3 Copyright 2018 by Pearson Education, Inc. or its affiliates.	0%
<b>Health</b>	Integrated in Frosh Success and PE	0%
<b>Visual and Performing Arts</b>	Introduction to Theatre Arts, Zimmerman, Suzi. Meriwether Publishing, Ltd.	0%
<b>Science Laboratory Equipment (grades 9-12)</b>	Board adopted and Excellent Quality	0%

Note: Cells with N/A values do not require data.

School Facility Conditions and Planned Improvements				
At this time last year the roof was in poor condition. The roof has since been repaired and is no longer leaking in most areas. We are continuing to work with the contractor in some areas, but overall the roof condition is good.				
Year and month of the most recent FIT report			12/09/2024	
System Inspected	Rate Good	Rate Fair	Rate Poor	Repair Needed and Action Taken or Planned
<b>Systems:</b> Gas Leaks, Mechanical/HVAC, Sewer	X			Rate is good
<b>Interior:</b> Interior Surfaces		X		Rate is Fair - ceiling and floors in some areas need to be replaced (primarily portables)
<b>Cleanliness:</b> Overall Cleanliness, Pest/Vermin Infestation		X		Some pest issues- working directly with a pest control management team
<b>Electrical</b>	X			Rate is good
<b>Restrooms/Fountains:</b> Restrooms, Sinks/ Fountains	X			Rate is good
<b>Safety:</b> Fire Safety, Hazardous Materials	X			Rate is good
<b>Structural:</b> Structural Damage, Roofs	X			Rate is good
<b>External:</b> Playground/School Grounds, Windows/ Doors/Gates/Fences	X			Rate is Good - in need of new gates for parking lot

Overall Facility Rate			
Exemplary	Good	Fair	Poor
	X		

## B. Pupil Outcomes

### State Priority: Pupil Achievement

The SARC provides the following information relevant to the State priority: Pupil Achievement (Priority 4):

#### Statewide Assessments

(i.e., California Assessment of Student Performance and Progress [CAASPP] System includes the Smarter Balanced Summative Assessments for students in the general education population and the California Alternate Assessments [CAAs] for English language arts/literacy [ELA] and mathematics given in grades three through eight and grade eleven. Only eligible students may participate in the administration of the CAAs. CAAs items are aligned with alternate achievement standards, which are linked with the Common Core State Standards [CCSS] for students with the most significant cognitive disabilities).

The CAASPP System encompasses the following assessments and student participation requirements:

1. **Smarter Balanced Summative Assessments and CAAs for ELA** in grades three through eight and grade eleven.
2. **Smarter Balanced Summative Assessments and CAAs for mathematics** in grades three through eight and grade eleven.
3. **California Science Test (CAST) and CAAs for Science** in grades five, eight, and once in high school (i.e., grade ten, eleven, or twelve).

#### College and Career Ready

The percentage of students who have successfully completed courses that satisfy the requirements for entrance to the University of California and the California State University, or career technical education sequences or programs of study.

### Percentage of Students Meeting or Exceeding the State Standard on CAASPP

This table displays CAASPP test results in ELA and mathematics for all students grades three through eight and grade eleven taking and completing a state-administered assessment.

To protect student privacy, double dashes (--) are used in the table when the cell size within a selected student population is ten or fewer.

ELA and mathematics test results include the Smarter Balanced Summative Assessments and the CAA. The "Percent Met or Exceeded" is calculated by taking the total number of students who met or exceeded the standard on the Smarter Balanced Summative Assessment plus the total number of students who met the standard (i.e., achieved Level 3–Alternate) on the CAA divided by the total number of students who participated in both assessments.

Subject	School 2023-24	School 2024-25	District 2023-24	District 2024-25	State 2023-24	State 2024-25
<b>English Language Arts/Literacy</b> (grades 3-8 and 11)	57	61	44	37	47	48
<b>Mathematics</b> (grades 3-8 and 11)	24	32	33	32	35	37

2024-25 CAASPP Test Results in ELA by Student Group

This table displays CAASPP test results in ELA by student group for students grades three through eight and grade eleven taking and completing a state-administered assessment.

ELA test results include the Smarter Balanced Summative Assessment and the CAA. The “Percent Met or Exceeded” is calculated by taking the total number of students who met or exceeded the standard on the Smarter Balanced Summative Assessment plus the total number of students who met the standard (i.e., achieved Level 3–Alternate) on the CAA divided by the total number of students who participated in both assessments.

To protect student privacy, double dashes (--) are used in the table when the cell size within a selected student population is ten or fewer.

Note: The number of students tested includes all students who participated in the test whether they received a score or not; however, the number of students tested is not the number that was used to calculate the achievement level percentages. The achievement level percentages are calculated using only students who received scores.

CAASPP Student Groups	CAASPP Total Enrollment	CAASPP Number Tested	CAASPP Percent Tested	CAASPP Percent Not Tested	CAASPP Percent Met or Exceeded
All Students	49	44	89.80	10.20	61.36
Female	15	13	86.67	13.33	61.54
Male	34	31	91.18	8.82	61.29
American Indian or Alaska Native	0	0	0	0	0
Asian	--	--	--	--	--
Black or African American	0	0	0	0	0
Filipino	0	0	0	0	0
Hispanic or Latino	19	18	94.74	5.26	66.67
Native Hawaiian or Pacific Islander	0	0	0	0	0
Two or More Races	--	--	--	--	--
White	26	23	88.46	11.54	52.17
English Learners	--	--	--	--	--
Foster Youth	0	0	0	0	0
Homeless	--	--	--	--	--
Military	0	0	0	0	0
Socioeconomically Disadvantaged	28	26	92.86	7.14	65.38
Students Receiving Migrant Education Services	0	0	0	0	0
Students with Disabilities	--	--	--	--	--

2024-25 CAASPP Test Results in Math by Student Group

This table displays CAASPP test results in Math by student group for students grades three through eight and grade eleven taking and completing a state-administered assessment.

Mathematics test results include the Smarter Balanced Summative Assessment and the CAA. The “Percent Met or Exceeded” is calculated by taking the total number of students who met or exceeded the standard on the Smarter Balanced Summative Assessment plus the total number of students who met the standard (i.e., achieved Level 3–Alternate) on the CAA divided by the total number of students who participated in both assessments.

To protect student privacy, double dashes (--) are used in the table when the cell size within a selected student population is ten or fewer.

Note: The number of students tested includes all students who participated in the test whether they received a score or not; however, the number of students tested is not the number that was used to calculate the achievement level percentages. The achievement level percentages are calculated using only students who received scores.

CAASPP Student Groups	CAASPP Total Enrollment	CAASPP Number Tested	CAASPP Percent Tested	CAASPP Percent Not Tested	CAASPP Percent Met or Exceeded
All Students	49	44	89.80	10.20	31.82
Female	15	13	86.67	13.33	23.08
Male	34	31	91.18	8.82	35.48
American Indian or Alaska Native	0	0	0	0	0
Asian	--	--	--	--	--
Black or African American	0	0	0	0	0
Filipino	0	0	0	0	0
Hispanic or Latino	19	18	94.74	5.26	22.22
Native Hawaiian or Pacific Islander	0	0	0	0	0
Two or More Races	--	--	--	--	--
White	26	23	88.46	11.54	34.78
English Learners	--	--	--	--	--
Foster Youth	0	0	0	0	0
Homeless	--	--	--	--	--
Military	0	0	0	0	0
Socioeconomically Disadvantaged	28	26	92.86	7.14	15.38
Students Receiving Migrant Education Services	0	0	0	0	0
Students with Disabilities	--	--	--	--	--

CAASPP Test Results in Science for All Students

This table displays the percentage of all students grades five, eight, and High School meeting or exceeding the State Standard.

Science test results include the CAST and the CAA for Science. The “Percent Met or Exceeded” is calculated by taking the total number of students who met or exceeded the standard on the CAST plus the total number of students who met the standard (i.e., achieved Level 3–Alternate) on the CAA for Science divided by the total number of students who participated in a science assessment.

To protect student privacy, double dashes (--) are used in the table when the cell size within a selected student population is ten or fewer.

The number of students tested includes all students who participated in the test whether they received a score or not; however, the number of students tested is not the number that was used to calculate the achievement level percentages. The achievement level percentages are calculated using only students who received scores.

Subject	School 2023-24	School 2024-25	District 2023-24	District 2024-25	State 2023-24	State 2024-25
Science (grades 5, 8 and high school)	18.45	26.88	22.53	22.41	30.73	32.33

## 2024-25 CAASPP Test Results in Science by Student Group

To protect student privacy, double dashes (--) are used in the table when the cell size within a selected student population is ten or fewer.

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Not Tested	Percent Met or Exceeded
<b>All Students</b>	98	93	94.90	5.10	26.88
<b>Female</b>	38	36	94.74	5.26	30.56
<b>Male</b>	60	57	95.00	5.00	24.56
<b>American Indian or Alaska Native</b>	0	0	0	0	0
<b>Asian</b>	--	--	--	--	--
<b>Black or African American</b>	0	0	0	0	0
<b>Filipino</b>	0	0	0	0	0
<b>Hispanic or Latino</b>	42	41	97.62	2.38	24.39
<b>Native Hawaiian or Pacific Islander</b>	0	0	0	0	0
<b>Two or More Races</b>	--	--	--	--	--
<b>White</b>	47	44	93.62	6.38	25.00
<b>English Learners</b>	--	--	--	--	--
<b>Foster Youth</b>	0	0	0	0	0
<b>Homeless</b>	--	--	--	--	--
<b>Military</b>	0	0	0	0	0
<b>Socioeconomically Disadvantaged</b>	62	60	96.77	3.23	26.67
<b>Students Receiving Migrant Education Services</b>	0	0	0	0	0
<b>Students with Disabilities</b>	11	7	63.64	36.36	--

## 2024-25 Career Technical Education Programs

Los Molinos High School has strong CTE programs. The career pathways have gone through a transition since 2017. We now offer the following academies and industry certifications; Ag Mechanics which consists of fabrication, welding, and computer etching. Floral Design has students creating a variety of arrangements, and growing flowers in the onsite greenhouse . The Culinary Arts Pathway consist of beginning and advanced food preparation. The Animal Science pathway consists of three courses from Intro, Small Animal Care and Advanced Animal Science. We have also added a Sustainable Agriculture pathway in collaboration with Shasta college, that includes a capstone course that is dual enrolled. We will continue to develop a health sciences pathway, but this is currently in the planning stages. Our goal is to offer programs that will provide career options for our graduates.

2024-25 Career Technical Education (CTE) Participation	
Measure	CTE Program Participation
Number of Pupils Participating in CTE	180
Percent of Pupils that Complete a CTE Program and Earn a High School Diploma	0
Percent of CTE Courses that are Sequenced or Articulated Between the School and Institutions of Postsecondary Education	

2024-25 Course Enrollment/Completion	
This table displays the course enrollment/completion of University of California (UC) and/or California State University (CSU) admission requirements.	
UC/CSU Course Measure	Percent
Pupils Enrolled in Courses Required for UC/CSU Admission	98.52
Graduates Who Completed All Courses Required for UC/CSU Admission	40

B. Pupil Outcomes

**State Priority: Other Pupil Outcomes**

The SARC provides the following information relevant to the State priority: Other Pupil Outcomes (Priority 8): Pupil outcomes in the subject area of physical education.

2024-25 California Physical Fitness Test Participation Rates					
This table displays the percentage of students participating in each of the five fitness components of the California Physical Fitness Test Results. The administration of the PFT requires only participation results for these five fitness areas. Percentages are not calculated and double dashes (--) appear in the table when the number of students tested is ten or less, either because the number of students in this category is too small for statistical accuracy or to protect student privacy.					
Grade Level	Component 1: Aerobic Capacity	Component 2: Abdominal Strength and Endurance	Component 3: Trunk Extensor and Strength and Flexibility	Component 4: Upper Body Strength and Endurance	Component 5: Flexibility
Grade 9	100	100	100	100	100

C. Engagement

**State Priority: Parental Involvement**

The SARC provides the following information relevant to the State priority: Parental Involvement (Priority 3): Efforts the school district makes to seek parent input in making decisions regarding the school district and at each school site.

2025-26 Opportunities for Parental Involvement
LMHS has been committed to increasing Parent Involvement. This is a district board goal as well as a SPSA focus area. Parents have the opportunity to participate in our ELAC, SSC and PBIS committees, and soon we will be adding parenting classes. A collaboration with Tehama County Probation will now allow parents districtwide to attend love and logic classes at LMHS. This will include child care, a family dinner night, and access to resources for 12-15 weeks. We communicate with our



2025-26 Opportunities for Parental Involvement

parent/guardians via ParentSquare and Social Media. In addition, we are exploring new venues to invite parents to our school through larger athletic banquets, career fairs, sporting events, FFA events, and possibly some larger fundraisers. Numerous parents participate in other opportunities such as our booster club and our FFA parent meetings. For more information, please contact HS Principal, Ms. Megan Weiss.

C. Engagement

State Priority: Pupil Engagement

The SARC provides the following information relevant to the State priority: Pupil Engagement (Priority 5):

- High school Dropout Rates;
- High school Graduation Rates; and
- Chronic Absenteeism

Dropout Rate and Graduation Rate (Four-Year Cohort Rate)

Indicator	School 2022-23	School 2023-24	School 2024-25	District 2022-23	District 2023-24	District 2024-25	State 2022-23	State 2023-24	State 2024-25
Dropout Rate	9.5	9.4	11.8	9.5	9.4	11.8	8.2	8.9	8
Graduation Rate	85.7	90.6	88.2	85.7	90.6	88.2	86.2	86.4	87.5

2024-25 Graduation Rate by Student Group (Four-Year Cohort Rate)

This table displays the 2023-24 graduation rate by student group. For information on the Four-Year Adjusted Cohort Graduation Rate (ACGR), visit the CDE Adjusted Cohort Graduation Rate web page at [www.cde.ca.gov/ds/ad/acgrinfo.asp](http://www.cde.ca.gov/ds/ad/acgrinfo.asp).

Student Group	Number of Students in Cohort	Number of Cohort Graduates	Cohort Graduation Rate
All Students	51	45	88.2
Female	27	24	88.9
Male	24	21	87.5
Non-Binary	0.0	0.0	0.0
American Indian or Alaska Native	0	0	0.00
Asian	--	--	--
Black or African American	0	0	0.00
Filipino	0	0	0.00
Hispanic or Latino	23	19	82.6
Native Hawaiian or Pacific Islander	0	0	0.00
Two or More Races	--	--	--
White	23	21	91.3
English Learners	--	--	--
Foster Youth	0.0	0.0	0.0
Homeless	--	--	--
Socioeconomically Disadvantaged	40	35	87.5
Students Receiving Migrant Education Services	0.0	0.0	0.0
Students with Disabilities	--	--	--

For information on the Four-Year Adjusted Cohort Graduation Rate (ACGR), visit the CDE Adjusted Cohort Graduation Rate web page at <https://www.cde.ca.gov/ds/ad/acgrinfo.asp>.

Note: To protect student privacy, double dashes (--) are used in the table when the cell size within a selected student population is ten or fewer.

2024-25 Chronic Absenteeism by Student Group

Student Group	Cumulative Enrollment	Chronic Absenteeism Eligible Enrollment	Chronic Absenteeism Count	Chronic Absenteeism Rate
All Students	228	212	41	19.3
Female	88	78	13	16.7
Male	140	134	28	20.9
Non-Binary	--	--	--	--
American Indian or Alaska Native	--	--	--	--
Asian	--	--	--	--
Black or African American	--	--	--	--
Filipino	--	--	--	--
Hispanic or Latino	98	88	18	20.5
Native Hawaiian or Pacific Islander	--	--	--	--
Two or More Races	11	11	2	18.2
White	110	104	21	20.2
English Learners	25	22	3	13.6
Foster Youth	--	--	--	--
Homeless	--	--	--	--
Socioeconomically Disadvantaged	149	136	32	23.5
Students Receiving Migrant Education Services	--	--	--	--
Students with Disabilities	35	33	15	45.5

Note: To protect student privacy, double dashes (--) are used in the table when the cell size within a selected student population is ten or fewer.

C. Engagement

State Priority: School Climate

The SARC provides the following information relevant to the State priority: School Climate (Priority 6):

- Pupil suspension rates;
- Pupil expulsion rates; and
- Other local measures on the sense of safety

Suspensions and Expulsions

This table displays suspensions data.

Suspensions								
School 2022-23	School 2023-24	School 2024-25	District 2022-23	District 2023-24	District 2024-25	State 2022-23	State 2023-24	State 2024-25
5.43	2.25	9.65	3.55	1.52	6.67	3.6	3.28	2.94

Note: To protect student privacy, double dashes (--) are used in the table when the cell size within a selected student population is ten or fewer.

This table displays expulsions data.

Expulsions								
School 2022-23	School 2023-24	School 2024-25	District 2022-23	District 2023-24	District 2024-25	State 2022-23	State 2023-24	State 2024-25
0	0	0	0	0	0	0.08	0.07	0.06

Note: To protect student privacy, double dashes (--) are used in the table when the cell size within a selected student population is ten or fewer.

2024-25 Suspensions and Expulsions by Student Group

Student Group	Suspensions Rate	Expulsions Rate
All Students	9.65	0.00
Female	2.27	0.00
Male	14.29	0.00
Non-Binary	0.00	0.00
American Indian or Alaska Native	0.00	0.00
Asian	0.00	0.00
Black or African American	0.00	0.00
Filipino	0.00	0.00
Hispanic or Latino	7.14	0.00
Native Hawaiian or Pacific Islander	0.00	0.00
Two or More Races	9.09	0.00
White	12.73	0.00
English Learners	8.00	0.00
Foster Youth	0.00	0.00
Homeless	0.00	0.00
Socioeconomically Disadvantaged	10.74	0.00
Students Receiving Migrant Education Services	0.00	0.00
Students with Disabilities	25.71	0.00

Note: To protect student privacy, double dashes (--) are used in the table when the cell size within a selected student population is ten or fewer.

## 2025-26 School Safety Plan

The Safety Plan is continually revised to reflect current needs. The comprehensive safety plan was revised to enhance our lockdown drills, and to reflect a common approach at all district school sites. The model for the plan uses the ALICE protocols that are updated based on collaboration with local law enforcement agencies. Along with updated training dates throughout the year, we are also adding more opportunities to practice lockdown, Earthquake, and Fire Drills. The safety process also involves the Tehama County Sheriff's Office, District Attorneys office, and the Cal Fire Office in review of the various response protocols.

Each staff member is provided with a comprehensive school-wide safety plan. Fire, disaster, and emergency drills are held regularly. Health and safety agenda items are placed on all staff and School Site Council meeting agendas for review, input and modification. A district team updates all aspects of the plan accordingly.

## 2022-23 Secondary Average Class Size and Class Size Distribution

This table displays the 2022-23 average class size and class size distribution. The columns titled "Number of Classes" indicates how many classes fall into each size category (a range of total students per classroom). At the secondary school level, this information is reported by subject area rather than grade level.

Subject	Average Class Size	Number of Classes with 1-22 Students	Number of Classes with 23-32 Students	Number of Classes with 33+ Students
English Language Arts	19	7	4	0
Mathematics	20	6	4	0
Science	13	5	2	0
Social Science	19	5	6	0

## 2023-24 Secondary Average Class Size and Class Size Distribution

This table displays the 2023-24 average class size and class size distribution. The columns titled "Number of Classes" indicates how many classes fall into each size category (a range of total students per classroom). At the secondary school level, this information is reported by subject area rather than grade level.

Subject	Average Class Size	Number of Classes with 1-22 Students	Number of Classes with 23-32 Students	Number of Classes with 33+ Students
English Language Arts	17	7	4	
Mathematics	20	7	2	
Science	15	5	1	
Social Science	24	3	5	

## 2024-25 Secondary Average Class Size and Class Size Distribution

This table displays the 2024-25 average class size and class size distribution. The columns titled “Number of Classes” indicates how many classes fall into each size category (a range of total students per classroom). At the secondary school level, this information is reported by subject area rather than grade level.

Subject	Average Class Size	Number of Classes with 1-22 Students	Number of Classes with 23-32 Students	Number of Classes with 33+ Students
English Language Arts	14	11	3	
Mathematics	17	7	3	
Science	15	4		
Social Science	24	2	5	

## 2024-25 Ratio of Pupils to Academic Counselor

This table displays the ratio of pupils to Academic Counselor. One Full Time Equivalent (FTE) equals one staff member working full time; one FTE could also represent two staff members who each work 50 percent of full time.

Title	Ratio
Pupils to Academic Counselor	194

## 2024-25 Student Support Services Staff

This table displays the number of FTE support staff assigned to this school. One Full Time Equivalent (FTE) equals one staff member working full time; one FTE could also represent two staff members who each work 50 percent of full time. The “Other” category is for all other student support services staff positions not listed.

Title	Number of FTE Assigned to School
Counselor (Academic, Social/Behavioral or Career Development)	1
Library Media Teacher (Librarian)	
Library Media Services Staff (Paraprofessional)	
Psychologist	0.7
Social Worker	
Nurse	
Speech/Language/Hearing Specialist	
Resource Specialist (non-teaching)	
Other	

## Fiscal Year 2023-24 Expenditures Per Pupil and School Site Teacher Salaries

This table displays the 2023-24 expenditures per pupil and average teacher salary for this school. Cells with N/A values do not require data.

Level	Total Expenditures Per Pupil	Expenditures Per Pupil (Restricted)	Expenditures Per Pupil (Unrestricted)	Average Teacher Salary
School Site	\$17,423	\$5,501	\$11,922	\$68,137
District	N/A	N/A	\$9,670	\$81,077
Percent Difference - School Site and District	N/A	N/A	21.0	-17.0
State	N/A	N/A	\$11,146	\$86,335
Percent Difference - School Site and State	N/A	N/A	7.0	-24.0

## Fiscal Year 2024-25 Types of Services Funded

Los Molinos follows the RTI (Response to Intervention) model which ensures all students receive the appropriate additional supports throughout their high school career. Supports include; PBIS (Positive Behavior Intervention System) student Incentives, social skill counseling, after school tutoring, anti-vaping intervention classes, crisis counseling, Check-In/Check-Out, and various student clubs.

CTE programs are funded yearly to ensure students have the necessary equipment and materials for pathway elements such as work based learning, job shadows, and internships. Along with CTE, we also fund Dual Enrollment courses with a partnership with Shasta College. These classes are taught by an online professor with an LMHS teacher facilitating a class time or we have LMHS teaching staff who are teaching the dual enrollment course in person.

LMHS also funds services that provide healthy meals and a collaborative partnership with our greenhouse and culinary program. We have implemented these programs using various CTE funds, healthy meals incentive initiatives, and farm to kitchen revenue. We also provide transportation for students to visit colleges, industry, and career tours.

## Fiscal Year 2023-24 Teacher and Administrative Salaries

This table displays the 2023-24 Teacher and Administrative salaries. For detailed information on salaries, see the CDE Certification Salaries & Benefits web page at <http://www.cde.ca.gov/ds/fd/cs/>.

Category	District Amount	State Average for Districts in Same Category
Beginning Teacher Salary	\$50,849	\$54,773
Mid-Range Teacher Salary	\$70,386	\$78,981
Highest Teacher Salary	\$97,467	\$117,337
Average Principal Salary (Elementary)	\$133,625	\$128,425
Average Principal Salary (Middle)	\$133,625	\$137,947
Average Principal Salary (High)	\$138,798	\$138,809
Superintendent Salary	\$178,254	\$176,162
Percent of Budget for Teacher Salaries	25.71%	24.71%
Percent of Budget for Administrative Salaries	6.63%	5.91%

2024-25 Advanced Placement (AP) Courses

This table displays the percent of student in AP courses at this school.

Percent of Students in AP Courses	10.3
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This table displays the number of AP courses offered at this school where there are student course enrollments of at least one student.

Subject	Number of AP Courses Offered
Computer Science	1
English	1
Fine and Performing Arts	0
Foreign Language	0
Mathematics	1
Science	0
Social Science	0
Total AP Courses Offered Where there are student course enrollments of at least one student.	4

Professional Development

LMHS has moved forward with numerous initiatives and actions based on the district's strategic plan and board goals. The four main focus areas for professional development are:

- Implementation of UDL (Universal Design for Learning) and professional development to enhance the strategies currently being used with fidelity.
  - Positive Behavioral Interventions and Supports (PBIS) and training in Everyday Behavior Tools
  - Curriculum Implementation/ Adoption for Math Currently
- Professional Development in the area of ELD integrated strategies
- ALICE Safety Training

This table displays the number of school days dedicated to staff development and continuous improvement.

Subject	2023-24	2024-25	2025-26
Number of school days dedicated to Staff Development and Continuous Improvement	3	3	3



# Los Molinos Elementary School

## 2024-2025 School Accountability Report Card

(Published During the 2025-2026 School Year)



### General Information about the School Accountability Report Card (SARC)

#### SARC Overview



By February 1 of each year, every school in California is required by state law to publish a School Accountability Report Card (SARC). The SARC contains information about the condition and performance of each California public school. Under the Local Control Funding Formula (LCFF) all local educational agencies (LEAs) are required to prepare a Local Control and Accountability Plan (LCAP), which describes how they intend to meet annual school-specific goals for all pupils, with specific activities to address state and local priorities. Additionally, data reported in an LCAP is to be consistent with data reported in the SARC.

- For more information about SARC requirements and access to prior year reports, see the California Department of Education (CDE) SARC web page at <https://www.cde.ca.gov/ta/ac/sa/>
- For more information about the LCFF or the LCAP, see the CDE LCFF web page at <https://www.cde.ca.gov/fg/aa/lc/>
- For additional information about the school, parents/guardians and community members should contact the school principal or the district office.

#### DataQuest



DataQuest is an online data tool located on the CDE DataQuest web page at <https://dq.cde.ca.gov/dataquest/> that contains additional information about this school and comparisons of the school to the district and the county. Specifically, DataQuest is a dynamic system that provides reports for accountability (e.g., test data, enrollment, high school graduates, dropouts, course enrollments, staffing, and data regarding English learners).

#### California School Dashboard



The California School Dashboard (Dashboard) <https://www.caschooldashboard.org/> reflects California's new accountability and continuous improvement system and provides information about how LEAs and schools are meeting the needs of California's diverse student population. The Dashboard contains reports that display the performance of LEAs, schools, and student groups on a set of state and local measures to assist in identifying strengths, challenges, and areas in need of improvement.

#### Internet Access

Internet access is available at public libraries and other locations that are publicly accessible (e.g., the California State Library). Access to the Internet at libraries and public locations is generally provided on a first-come, first-served basis. Other use restrictions may include the hours of operation, the length of time that a workstation may be used (depending on availability), the types of software programs available on a workstation, and the ability to print documents.

## 2025-26 School Contact Information

<b>School Name</b>	Los Molinos Elementary School
<b>Street</b>	7700 Stanford Avenue
<b>City, State, Zip</b>	Los Molinos, CA 96055
<b>Phone Number</b>	530.384.7903
<b>Principal</b>	Kristina Zarate
<b>Email Address</b>	kzarate@lmsd.net
<b>School Website</b>	<a href="http://lmes.lmsd.net/">http://lmes.lmsd.net/</a>
<b>Grade Span</b>	K-8
<b>County-District-School (CDS) Code</b>	52-71571-6053565

## 2025-26 District Contact Information

<b>District Name</b>	Los Molinos Unified School District
<b>Phone Number</b>	(530) 384-7826
<b>Superintendent</b>	Stan Mojsich
<b>Email Address</b>	smojsich@lmsd.net
<b>District Website</b>	<a href="http://www.lmsd.net">www.lmsd.net</a>

## 2025-26 School Description and Mission Statement

Los Molinos Elementary School is located in the rural farming community of Los Molinos, approximately 20 miles north of Chico, California. We are one of three schools in the Los Molinos Unified School District, serving 270 students in Transitional Kindergarten through 8th grade, including TK-4 and 5-8 Special Day Classes.

As a School-Wide Title I school, we provide specialized programs in Mathematics, Reading, and Language Arts to support student achievement. Our school has been recognized for academic excellence as a Title I Academic Achievement School in 2005, 2008, 2011, and 2012, and as a California Distinguished School in 2012.

Over the past several years, we have made significant progress in closing the achievement gap, and we are proud of our students' growth and accomplishments. Our school benefits from the support of a district Assistant Principal, who assists with discipline and curriculum needs. Los Molinos Elementary is a high-achieving school with a dedicated and skilled staff, engaged and supportive families, and a commitment to student success and achievement.

Our mission at Los Molinos Elementary School is to empower every student to achieve academic excellence in literacy and mathematics, while fostering the social and emotional skills needed to thrive. We are committed to fostering meaningful relationships, promoting positive peer interactions, and cultivating a strong sense of school and community pride. Through high expectations, inclusive practices, and opportunities for service, we prepare our Wildcats to be confident learners, compassionate friends, and engaged citizens. Los Molinos Elementary supports this mission and our students by working toward the Los Molinos Unified School District Board Goals:

\*Professional Learning Communities (PLCs), where teachers and administrators will collaborate regularly using student data. Grade-level and department-Specific, Measureable, Achievable, Relevant, and time-bound (SMART) goals to guide instruction, and ongoing training and data-driven review to ensure continuous improvement to foster safe, supportive, and engaging schools.

\*Implement Common Core Standards, teachers are trained in engagement and content standards, adopt and implement aligned curriculum materials, and monitor instruction through walkthroughs and educational rounds to strengthen Common-Core Standards-based instruction.

\*Consistent K-12 Instructional Program, with the use of vertical alignment and collaboration across schools and grade levels. Common rubrics, curriculum guides, and benchmark assessments, along with regular articulation meetings to refine

2025-26 School Description and Mission Statement

instructional continuity, ensure alignment and articulated instruction across all grade levels.

\*Technology Access for all, while maintaining 1:1 devices available for all students K-12, and ongoing professional development to support innovation and digital citizenship to integrate technology into teaching and learning.

\*Proficiency in ELA and Math, teachers use explicit strategies and aligned curriculum guides, MTSS, ELD standards, and inquiry cycles to guide instruction and monitor student progress with the use of data from benchmarks, CAASPP, and ELPAC to support all students, including English Learners.

\*College and Career Readiness, ensure all students meet graduation requirements by increasing CTE opportunities for middle-grade students (6-8) and early intervention to prepare all students for postsecondary success.

\*Positive School Climate, Positive Behavior Intervention and Support (PBIS) implemented districtwide, support athletic programs, and emergency and safety plans are updated and practiced. Student participation and recognition, community networks, and facilities upgrades and beautification to foster safe, supportive, and engaging schools.

About this School

2024-25 Student Enrollment by Grade Level

Grade Level	Number of Students
Kindergarten	52
Grade 1	18
Grade 2	22
Grade 3	22
Grade 4	32
Grade 5	34
Grade 6	32
Grade 7	33
Grade 8	21
Total Enrollment	266

2024-25 Student Enrollment by Student Group

Student Group	Percent of Total Enrollment
Female	49.2
Male	50.8
American Indian or Alaska Native	1.9
Asian	0.4
Black or African American	0.4
Hispanic or Latino	59.4
Two or More Races	3
White	33.8
English Learners	27.1
Foster Youth	0.4
Homeless	3.4
Socioeconomically Disadvantaged	83.5
Students with Disabilities	17.7

A. Conditions of Learning

State Priority: Basic

The SARC provides the following information relevant to the State priority: Basic (Priority 1):

- Degree to which teachers are appropriately assigned and fully credentialed in the subject area and for the pupils they are teaching;
- Pupils have access to standards-aligned instructional materials; and
- School facilities are maintained in good repair.

## 2021-22 Teacher Preparation and Placement

Authorization/Assignment	School Number	School Percent	District Number	District Percent	State Number	State Percent
<b>Fully (Preliminary or Clear) Credentialed for Subject and Student Placement (properly assigned)</b>	9.4	70.15	22.6	76.91	234405.2	84
<b>Intern Credential Holders Properly Assigned</b>	2	14.93	2.8	9.6	4853	1.74
<b>Teachers Without Credentials and Misassignments (“ineffective” under ESSA)</b>	1	7.46	1	3.7	12001.5	4.3
<b>Credentialed Teachers Assigned Out-of-Field (“out-of-field” under ESSA)</b>	0	0	1.7	6.04	11953.1	4.28
<b>Unknown/Incomplete/NA</b>	1	7.46	1.1	3.73	15831.9	5.67
<b>Total Teaching Positions</b>	13.4	100	29.4	100	279044.8	100

Note: The data in this table is based on full-time equivalent (FTE) status. One FTE equals one staff member working full-time; one FTE could also represent two staff members who each work 50 percent of full-time. Additionally, an assignment is defined as a position that an educator is assigned based on setting, subject, and grade level. An authorization is defined as the services that an educator is authorized to provide to students.

## 2022-23 Teacher Preparation and Placement

Authorization/Assignment	School Number	School Percent	District Number	District Percent	State Number	State Percent
<b>Fully (Preliminary or Clear) Credentialed for Subject and Student Placement (properly assigned)</b>	11	78.57	24.9	80.74	231142.4	83.24
<b>Intern Credential Holders Properly Assigned</b>	2	14.29	2.1	6.82	5566.4	2
<b>Teachers Without Credentials and Misassignments (“ineffective” under ESSA)</b>	1	7.14	1.2	4.17	14938.3	5.38
<b>Credentialed Teachers Assigned Out-of-Field (“out-of-field” under ESSA)</b>	0	0	0.9	3.1	11746.9	4.23
<b>Unknown/Incomplete/NA</b>	0	0	1.5	5.14	14303.8	5.15
<b>Total Teaching Positions</b>	14	100	30.9	100	277698	100

Note: The data in this table is based on FTE status. One FTE equals one staff member working full-time; one FTE could also represent two staff members who each work 50 percent of full-time. Additionally, an assignment is defined as a position that an educator is assigned based on setting, subject, and grade level. An authorization is defined as the services that an educator is authorized to provide to students.

## 2023-24 Teacher Preparation and Placement

Authorization/Assignment	School Number	School Percent	District Number	District Percent	State Number	State Percent
Fully (Preliminary or Clear) Credentialed for Subject and Student Placement (properly assigned)	9	69.23	21.7	72.37	230039.4	100
Intern Credential Holders Properly Assigned	2	15.38	2.5	8.5	6213.8	2.23
Teachers Without Credentials and Misassignments (“ineffective” under ESSA)	1	7.69	2.8	9.4	16855	6.04
Credentialed Teachers Assigned Out-of-Field (“out-of-field” under ESSA)	0	0	0.6	2.07	12112.8	4.34
Unknown/Incomplete/NA	1	7.69	2.2	7.6	13705.8	4.91
<b>Total Teaching Positions</b>	<b>13</b>	<b>100</b>	<b>30</b>	<b>100</b>	<b>278927.1</b>	<b>100</b>

Note: The data in this table is based on FTE status. One FTE equals one staff member working full-time; one FTE could also represent two staff members who each work 50 percent of full-time. Additionally, an assignment is defined as a position that an educator is assigned based on setting, subject, and grade level. An authorization is defined as the services that an educator is authorized to provide to students.

## Teachers Without Credentials and Misassignments (considered “ineffective” under ESSA)

Authorization/Assignment	2021-22	2022-23	2023-24
Permits and Waivers	0.00	1	1
Misassignments	1.00	0	0
Vacant Positions	0.00	0	0
<b>Total Teachers Without Credentials and Misassignments</b>	<b>1.00</b>	<b>1</b>	<b>1</b>

## Credentialed Teachers Assigned Out-of-Field (considered “out-of-field” under ESSA)

Indicator	2021-22	2022-23	2023-24
Credentialed Teachers Authorized on a Permit or Waiver	0.00	0	0
Local Assignment Options	0.00	0	0
<b>Total Out-of-Field Teachers</b>	<b>0.00</b>	<b>0</b>	<b>0</b>

## Class Assignments

Indicator	2021-22	2022-23	2023-24
<b>Misassignments for English Learners</b> (a percentage of all the classes with English learners taught by teachers that are misassigned)	14.2	0	0
<b>No credential, permit or authorization to teach</b> (a percentage of all the classes taught by teachers with no record of an authorization to teach)	0	0	0

Note: For more information refer to the Updated Teacher Equity Definitions web page at <https://www.cde.ca.gov/pd/ee/teacherequitydefinitions.asp>.

## 2025-26 Quality, Currency, Availability of Textbooks and Other Instructional Materials

Each child has sufficient textbook and instructional materials. Los Molinos Unified is currently in the process of the Math adoption cycle. LMUSD is working closely with Tehama County Department of Education to review curriculums in grades K-12.

**Year and month in which the data were collected** December 2025

Subject	List of Textbooks and Other Instructional Materials / Indicate if from Most Recent Adoption / Year of Adoption	Percent Students Lacking Own Assigned Copy
<b>Reading/Language Arts</b>	Our Core Reading program, adopted in 2017 is Houghton Mifflin Journeys. Additionally, as a supplementary reading intervention program, we utilize SRA Reading Mastery, iReady, and SIPPS as reading programs. In our middle grades (6-8), we also use Common Lit as an ELA supplement. For our English Language Learners, we utilize EL 3D. All students have materials and supplies for reading instruction.	0
<b>Mathematics</b>	Houghton Mifflin Math Expressions is our core adopted textbook for K-5. This was adopted during the 2014-2015 school year. CPM is our CORE adopted textbook for 6-8 grade. This was adopted 2013-2014 school year. Additionally, as supplementary mathematics interventions, we utilize iReady and IXL. In grades 6-8, we also utilize Maneuvering the Middle as a supplement. Adequate supplies are available for each student.	0
<b>Science</b>	Amplify Science is our core curriculum for K-8 science which is NGSS aligned and a phenomena-based program and was adopted in 2019-2020. Zingy Learning is also used as a supplement in Science in grades 3-8. Adequate materials are available for all students.	0
<b>History-Social Science</b>	Scott Foresman/Pearson are the Core History/Social Science materials we currently use. TCI is our Core history program grades 6-8. This was adopted 2015-2016. Adequate supplies and materials for each student.	0
<b>Foreign Language</b>	NA	
<b>Health</b>	Health is taught through our PE program.	0
<b>Visual and Performing Arts</b>	NA	
<b>Science Laboratory Equipment (grades 9-12)</b>	NA	

Note: Cells with N/A values do not require data.

## School Facility Conditions and Planned Improvements

The current location and building for Los Molinos Elementary was constructed in 1962. The school facilities continue to be a focus for ongoing improvement. LMUSD completed site modernization for 2018/2019. The blacktop section of the elementary school was resurfaced in the summer of 2021. The main hallway and office received fresh paint on the walls. New cabinets and a cabinet table were installed in the main office in the summer of 2025. Roof maintenance and repair to the main facilities and classrooms 9-12 were completed in the fall of 2025, as well as upgrades to the middle grades (6-8) bathrooms, including new paint, flooring, and bathroom stall boards.

Los Molinos Elementary is rated as “Exemplary” with an overall rating of 100.00%. A “Exemplary” rating means the school meets most or all standards of good repair. Deficiencies, if any are noted, are not significant and/or impact very small areas of the school.

Year and month of the most recent FIT report				12/17/2025
System Inspected	Rate Good	Rate Fair	Rate Poor	Repair Needed and Action Taken or Planned
<b>Systems:</b> Gas Leaks, Mechanical/HVAC, Sewer	X			
<b>Interior:</b> Interior Surfaces	X			Main hallway and office received fresh paint on the walls. New cabinets and cabinet table were installed in the main office in Summer of 2025.Roof maintenance and repair to the main facilities and classrooms 9-12 were completed in Fall of 2025.
<b>Cleanliness:</b> Overall Cleanliness, Pest/Vermin Infestation	X			Main hallway and office received fresh paint on the walls. New cabinets and cabinet table were installed in the main office in Summer of 2025.
<b>Electrical</b>	X			
<b>Restrooms/Fountains:</b> Restrooms, Sinks/ Fountains	X			Middle grades (6-8) bathrooms were upgraded during the Summer of 2025, including new paint, flooring, and bathroom stall boards.
<b>Safety:</b> Fire Safety, Hazardous Materials	X			
<b>Structural:</b> Structural Damage, Roofs		X		Roof maintenance and repair to the main facilities and classrooms 9-12 were completed in Fall of 2025. Middle grades (6-8) portables are in poor condition.
<b>External:</b> Playground/School Grounds, Windows/ Doors/Gates/Fences		X		New Playground equipment was assembled and concreted for the elementary area in 2024. Need new gate at parking lot.

Overall Facility Rate			
Exemplary	Good	Fair	Poor
	X		



B. Pupil Outcomes

State Priority: Pupil Achievement

The SARC provides the following information relevant to the State priority: Pupil Achievement (Priority 4):

Statewide Assessments

(i.e., California Assessment of Student Performance and Progress [CAASPP] System includes the Smarter Balanced Summative Assessments for students in the general education population and the California Alternate Assessments [CAAs] for English language arts/literacy [ELA] and mathematics given in grades three through eight and grade eleven. Only eligible students may participate in the administration of the CAAs. CAAs items are aligned with alternate achievement standards, which are linked with the Common Core State Standards [CCSS] for students with the most significant cognitive disabilities).

The CAASPP System encompasses the following assessments and student participation requirements:

- 1. **Smarter Balanced Summative Assessments and CAAs for ELA** in grades three through eight and grade eleven.
- 2. **Smarter Balanced Summative Assessments and CAAs for mathematics** in grades three through eight and grade eleven.
- 3. **California Science Test (CAST) and CAAs for Science** in grades five, eight, and once in high school (i.e., grade ten, eleven, or twelve).

College and Career Ready

The percentage of students who have successfully completed courses that satisfy the requirements for entrance to the University of California and the California State University, or career technical education sequences or programs of study.

Percentage of Students Meeting or Exceeding the State Standard on CAASPP

This table displays CAASPP test results in ELA and mathematics for all students grades three through eight and grade eleven taking and completing a state-administered assessment.

To protect student privacy, double dashes (--) are used in the table when the cell size within a selected student population is ten or fewer.

ELA and mathematics test results include the Smarter Balanced Summative Assessments and the CAA. The “Percent Met or Exceeded” is calculated by taking the total number of students who met or exceeded the standard on the Smarter Balanced Summative Assessment plus the total number of students who met the standard (i.e., achieved Level 3–Alternate) on the CAA divided by the total number of students who participated in both assessments.

Subject	School 2023-24	School 2024-25	District 2023-24	District 2024-25	State 2023-24	State 2024-25
English Language Arts/Literacy (grades 3-8 and 11)	31	30	44	37	47	48
Mathematics (grades 3-8 and 11)	23	24	33	32	35	37

2024-25 CAASPP Test Results in ELA by Student Group

This table displays CAASPP test results in ELA by student group for students grades three through eight and grade eleven taking and completing a state-administered assessment.

ELA test results include the Smarter Balanced Summative Assessment and the CAA. The “Percent Met or Exceeded” is calculated by taking the total number of students who met or exceeded the standard on the Smarter Balanced Summative Assessment plus

the total number of students who met the standard (i.e., achieved Level 3–Alternate) on the CAA divided by the total number of students who participated in both assessments.

To protect student privacy, double dashes (--) are used in the table when the cell size within a selected student population is ten or fewer.

Note: The number of students tested includes all students who participated in the test whether they received a score or not; however, the number of students tested is not the number that was used to calculate the achievement level percentages. The achievement level percentages are calculated using only students who received scores.

CAASPP Student Groups	CAASPP Total Enrollment	CAASPP Number Tested	CAASPP Percent Tested	CAASPP Percent Not Tested	CAASPP Percent Met or Exceeded
All Students	182	179	98.35	1.65	29.61
Female	91	89	97.80	2.20	33.71
Male	91	90	98.90	1.10	25.56
American Indian or Alaska Native	0	0	0	0	0
Asian	--	--	--	--	--
Black or African American	--	--	--	--	--
Filipino	0	0	0	0	0
Hispanic or Latino	104	102	98.08	1.92	29.41
Native Hawaiian or Pacific Islander	0	0	0	0	0
Two or More Races	--	--	--	--	--
White	68	68	100.00	0.00	32.35
English Learners	48	47	97.92	2.08	10.64
Foster Youth	--	--	--	--	--
Homeless	--	--	--	--	--
Military	0	0	0	0	0
Socioeconomically Disadvantaged	158	156	98.73	1.27	29.49
Students Receiving Migrant Education Services	0	0	0	0	0
Students with Disabilities	37	35	94.59	5.41	22.86

### 2024-25 CAASPP Test Results in Math by Student Group

This table displays CAASPP test results in Math by student group for students grades three through eight and grade eleven taking and completing a state-administered assessment.

Mathematics test results include the Smarter Balanced Summative Assessment and the CAA. The “Percent Met or Exceeded” is calculated by taking the total number of students who met or exceeded the standard on the Smarter Balanced Summative Assessment plus the total number of students who met the standard (i.e., achieved Level 3–Alternate) on the CAA divided by the total number of students who participated in both assessments.

To protect student privacy, double dashes (--) are used in the table when the cell size within a selected student population is ten or fewer.

Note: The number of students tested includes all students who participated in the test whether they received a score or not; however, the number of students tested is not the number that was used to calculate the achievement level percentages. The achievement level percentages are calculated using only students who received scores.

CAASPP Student Groups	CAASPP Total Enrollment	CAASPP Number Tested	CAASPP Percent Tested	CAASPP Percent Not Tested	CAASPP Percent Met or Exceeded
All Students	183	177	96.72	3.28	24.29
Female	92	88	95.65	4.35	23.86
Male	91	89	97.80	2.20	24.72
American Indian or Alaska Native	0	0	0	0	0
Asian	--	--	--	--	--
Black or African American	--	--	--	--	--
Filipino	0	0	0	0	0
Hispanic or Latino	104	102	98.08	1.92	22.55
Native Hawaiian or Pacific Islander	0	0	0	0	0
Two or More Races	--	--	--	--	--
White	69	66	95.65	4.35	28.79
English Learners	48	47	97.92	2.08	14.89
Foster Youth	--	--	--	--	--
Homeless	--	--	--	--	--
Military	0	0	0	0	0
Socioeconomically Disadvantaged	159	154	96.86	3.14	22.73
Students Receiving Migrant Education Services	0	0	0	0	0
Students with Disabilities	37	35	94.59	5.41	22.86

CAASPP Test Results in Science for All Students

This table displays the percentage of all students grades five, eight, and High School meeting or exceeding the State Standard.

Science test results include the CAST and the CAA for Science. The “Percent Met or Exceeded” is calculated by taking the total number of students who met or exceeded the standard on the CAST plus the total number of students who met the standard (i.e., achieved Level 3–Alternate) on the CAA for Science divided by the total number of students who participated in a science assessment.

To protect student privacy, double dashes (--) are used in the table when the cell size within a selected student population is ten or fewer.

The number of students tested includes all students who participated in the test whether they received a score or not; however, the number of students tested is not the number that was used to calculate the achievement level percentages. The achievement level percentages are calculated using only students who received scores.

Subject	School 2023-24	School 2024-25	District 2023-24	District 2024-25	State 2023-24	State 2024-25
Science (grades 5, 8 and high school)	25	1.92	22.53	22.41	30.73	32.33

## 2024-25 CAASPP Test Results in Science by Student Group

To protect student privacy, double dashes (--) are used in the table when the cell size within a selected student population is ten or fewer.

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Not Tested	Percent Met or Exceeded
<b>All Students</b>	57	53	92.98	7.02	1.89
<b>Female</b>	29	27	93.10	6.90	3.70
<b>Male</b>	28	26	92.86	7.14	0.00
<b>American Indian or Alaska Native</b>	0	0	0	0	0
<b>Asian</b>	--	--	--	--	--
<b>Black or African American</b>	0	0	0	0	0
<b>Filipino</b>	0	0	0	0	0
<b>Hispanic or Latino</b>	34	33	97.06	2.94	3.03
<b>Native Hawaiian or Pacific Islander</b>	0	0	0	0	0
<b>Two or More Races</b>	--	--	--	--	--
<b>White</b>	20	18	90.00	10.00	0.00
<b>English Learners</b>	20	19	95.00	5.00	0.00
<b>Foster Youth</b>	--	--	--	--	--
<b>Homeless</b>	--	--	--	--	--
<b>Military</b>	0	0	0	0	0
<b>Socioeconomically Disadvantaged</b>	51	48	94.12	5.88	2.08
<b>Students Receiving Migrant Education Services</b>	0	0	0	0	0
<b>Students with Disabilities</b>	--	--	--	--	--

B. Pupil Outcomes

State Priority: Other Pupil Outcomes

The SARC provides the following information relevant to the State priority: Other Pupil Outcomes (Priority 8): Pupil outcomes in the subject area of physical education.

2024-25 California Physical Fitness Test Participation Rates					
This table displays the percentage of students participating in each of the five fitness components of the California Physical Fitness Test Results. The administration of the PFT requires only participation results for these five fitness areas. Percentages are not calculated and double dashes (--) appear in the table when the number of students tested is ten or less, either because the number of students in this category is too small for statistical accuracy or to protect student privacy.					
Grade Level	Component 1: Aerobic Capacity	Component 2: Abdominal Strength and Endurance	Component 3: Trunk Extensor and Strength and Flexibility	Component 4: Upper Body Strength and Endurance	Component 5: Flexibility
Grade 5	94.1	94.1	94.1	94.1	94.1
Grade 7	100.0	96.7	100.0	100.0	100,0

C. Engagement

State Priority: Parental Involvement

The SARC provides the following information relevant to the State priority: Parental Involvement (Priority 3): Efforts the school district makes to seek parent input in making decisions regarding the school district and at each school site.

2025-26 Opportunities for Parental Involvement
<p>At Los Molinos Elementary, parent involvement plays a critical role in the success and learning of every child. To foster this partnership, our school handbook includes a Parent Compact, signed at the beginning of each school year. We strongly encourage parents to volunteer in classrooms and work directly with students whenever possible. Per district policy, parents who work with students must complete fingerprinting at the County Sheriff’s Department and obtain a TB test.</p> <p>Our Booster Club is an active organization that supports learning through special activities and events. Recent contributions include funding for field trips, honor and merit roll awards, donations for middle grades sports equipment, and other enriching student activities. The Booster Club meets monthly, and all parents and community members are invited to participate. Meeting details are shared on the school’s Facebook page and through weekly ParentSquare communications.</p> <p>The English Learner Advisory Committee (ELAC) meets four times a year to discuss supports and assessments for English Language Learners, promote understanding, and share important information. ELAC members are also active in the Booster Club and School Site Council, often providing translation services for events like Back-to-School Night and Open House.</p> <p>The School Site Council (SSC) meets four times annually and welcomes parents and community members to attend. The SSC is composed of school, community, and staff representatives who collaborate to create and monitor an annual program plan that addresses the needs of Los Molinos Elementary students. This group evaluates and gives input on needed changes with school programs throughout the year to ensure continuous improvement.</p> <p>Parent support and involvement are highly valued at Los Molinos Elementary. For those interested in volunteering, we invite you to contact the school office at (530) 384-7903 to schedule an appointment and review our policies and procedures.</p>

2024-25 Chronic Absenteeism by Student Group

Student Group	Cumulative Enrollment	Chronic Absenteeism Eligible Enrollment	Chronic Absenteeism Count	Chronic Absenteeism Rate
All Students	324	291	72	24.7
Female	154	142	40	28.2
Male	170	149	32	21.5
Non-Binary	--	--	--	--
American Indian or Alaska Native	--	--	--	--
Asian	--	--	--	--
Black or African American	--	--	--	--
Filipino	--	--	--	--
Hispanic or Latino	179	166	32	19.3
Native Hawaiian or Pacific Islander	--	--	--	--
Two or More Races	--	--	--	--
White	122	105	33	31.4
English Learners	82	75	14	18.7
Foster Youth	--	--	--	--
Homeless	12	11	7	63.6
Socioeconomically Disadvantaged	275	251	65	25.9
Students Receiving Migrant Education Services	--	--	--	--
Students with Disabilities	60	56	11	19.6

Note: To protect student privacy, double dashes (--) are used in the table when the cell size within a selected student population is ten or fewer.

C. Engagement

State Priority: School Climate

The SARC provides the following information relevant to the State priority: School Climate (Priority 6):

- Pupil suspension rates;
- Pupil expulsion rates; and
- Other local measures on the sense of safety

Suspensions and Expulsions

This table displays suspensions data.

Suspensions								
School 2022-23	School 2023-24	School 2024-25	District 2022-23	District 2023-24	District 2024-25	State 2022-23	State 2023-24	State 2024-25
3.1	1.36	6.17	3.55	1.52	6.67	3.6	3.28	2.94

Note: To protect student privacy, double dashes (--) are used in the table when the cell size within a selected student population is ten or fewer.

This table displays expulsions data.

Expulsions								
School 2022-23	School 2023-24	School 2024-25	District 2022-23	District 2023-24	District 2024-25	State 2022-23	State 2023-24	State 2024-25
0	0	0	0	0	0	0.08	0.07	0.06

Note: To protect student privacy, double dashes (--) are used in the table when the cell size within a selected student population is ten or fewer.

2024-25 Suspensions and Expulsions by Student Group

Student Group	Suspensions Rate	Expulsions Rate
All Students	6.17	0.00
Female	5.84	0.00
Male	6.47	0.00
Non-Binary	0.00	0.00
American Indian or Alaska Native	0.00	0.00
Asian	0.00	0.00
Black or African American	0.00	0.00
Filipino	0.00	0.00
Hispanic or Latino	1.68	0.00
Native Hawaiian or Pacific Islander	0.00	0.00
Two or More Races	0.00	0.00
White	12.30	0.00
English Learners	2.44	0.00
Foster Youth	0.00	0.00
Homeless	8.33	0.00
Socioeconomically Disadvantaged	6.91	0.00
Students Receiving Migrant Education Services	0.00	0.00
Students with Disabilities	8.33	0.00

Note: To protect student privacy, double dashes (--) are used in the table when the cell size within a selected student population is ten or fewer.



## 2025-26 School Safety Plan

Los Molinos Elementary School has a school safety committee made up of staff, safety officials, and parents. The School Safety Plan is updated yearly each January and submitted to the Tehama County Office of Education and the Los Molinos Unified Board of Trustees for approval each January. Each staff member is provided with a school-wide safety plan, which is reviewed at the beginning of the school year and after any updates or changes are made. This plan was developed with the guidance and support of the Tehama County Office of Education and our District Leadership Team. Monthly fire and lockdown drills are held and recorded. Earthquake drills are held once a year. Health and safety agenda items are placed on all staff and School Site Council meeting agendas and discussed with staff and parents. All parents or visitors coming on campus must check in with the office and receive a visitor's badge. The school is fenced around the entire campus. An intercom system was installed in 2013, and an updated camera system was recently installed in the fall of 2023, greatly increasing the area of camera coverage with greater clarity. Annual safety meetings are attended by administration, office staff, and a minimum of two teachers/instructional aides. ALICE training for intruders on campus began in the summer of 2016. In 2018, an ALICE training was provided for all staff in the district. Training is ongoing for staff and students, as new updated policies and best practices are developed to ensure school safety.

## D. Other SARC Information Information Required in the SARC

The information in this section is required to be in the SARC but is not included in the state priorities for LCFF.

## 2022-23 Elementary Average Class Size and Class Size Distribution

This table displays the 2022-23 average class size and class size distribution. The columns titled "Number of Classes" indicates how many classes fall into each size category (a range of total students per class). The "Other" category is for multi-grade level classes.

Grade Level	Average Class Size	Number of Classes with 1-20 Students	Number of Classes with 21-32 Students	Number of Classes with 33+ Students
K	16	2	0	0
1	17	1	0	0
2	16	1	0	0
3	19	1	0	0
4	15	1	0	0
5	17	1	0	0
6	11	1	1	0
Other	14	3	0	0

### 2023-24 Elementary Average Class Size and Class Size Distribution

This table displays the 2023-24 average class size and class size distribution. The columns titled “Number of Classes” indicates how many classes fall into each size category (a range of total students per class). The “Other” category is for multi-grade level classes.

Grade Level	Average Class Size	Number of Classes with 1-20 Students	Number of Classes with 21-32 Students	Number of Classes with 33+ Students
K	15	2	0	0
1	19	1	0	0
2	16	1	0	0
3	24	0	1	0
4	0	0	0	0
5	25	0	1	0
6	17	1	1	0
Other	16	2	1	0

### 2024-25 Elementary Average Class Size and Class Size Distribution

This table displays the 2024-25 average class size and class size distribution. The columns titled “Number of Classes” indicates how many classes fall into each size category (a range of total students per class). The “Other” category is for multi-grade level classes.

Grade Level	Average Class Size	Number of Classes with 1-20 Students	Number of Classes with 21-32 Students	Number of Classes with 33+ Students
K	24		1	
2	21		1	
3	19	1		
4	22		1	
5	21		1	
6	2	1		
Other	18	1	2	

### 2024-25 Ratio of Pupils to Academic Counselor

This table displays the ratio of pupils to Academic Counselor. One Full Time Equivalent (FTE) equals one staff member working full time; one FTE could also represent two staff members who each work 50 percent of full time.

Title	Ratio
Pupils to Academic Counselor	0

## 2024-25 Student Support Services Staff

This table displays the number of FTE support staff assigned to this school. One Full Time Equivalent (FTE) equals one staff member working full time; one FTE could also represent two staff members who each work 50 percent of full time. The “Other” category is for all other student support services staff positions not listed.

Title	Number of FTE Assigned to School
<b>Counselor (Academic, Social/Behavioral or Career Development)</b>	
<b>Library Media Teacher (Librarian)</b>	
<b>Library Media Services Staff (Paraprofessional)</b>	
<b>Psychologist</b>	0.3
<b>Social Worker</b>	
<b>Nurse</b>	
<b>Speech/Language/Hearing Specialist</b>	
<b>Resource Specialist (non-teaching)</b>	
<b>Other</b>	

## Fiscal Year 2023-24 Expenditures Per Pupil and School Site Teacher Salaries

This table displays the 2023-24 expenditures per pupil and average teacher salary for this school. Cells with N/A values do not require data.

Level	Total Expenditures Per Pupil	Expenditures Per Pupil (Restricted)	Expenditures Per Pupil (Unrestricted)	Average Teacher Salary
<b>School Site</b>	\$13,248	\$6,141	\$7,107	\$68,428
<b>District</b>	N/A	N/A	\$9,670	\$81,077
<b>Percent Difference - School Site and District</b>	N/A	N/A	-30.54	-17.0
<b>State</b>	N/A	N/A	\$11,146	\$86,335
<b>Percent Difference - School Site and State</b>	N/A	N/A	-44.0	-23.0

## Fiscal Year 2024-25 Types of Services Funded

Types of Services Funded:

### 1. Academic Intensive Assistance

Los Molinos Elementary utilizes i-Ready and online intervention programs to address instructional needs for students performing at all academic levels. All students in grades K-8 are participating in the intense academic intervention in both Math and ELA, allowing teachers to track, analyze, diagnose, and adjust classroom instruction. This program was established at the beginning of each year and is utilized daily.

### 2. Individualized Intensive Academic Assistance

Los Molinos Elementary provides targeted after-school tutoring for students in grades TK–8 to address specific instructional needs and areas of growth. Teachers provide personalized academic support to help students close learning gaps, with a focus on improving outcomes for all students, including English Learners and socioeconomically disadvantaged students, in an effort to reduce the achievement gap.

## Fiscal Year 2024-25 Types of Services Funded

### 3. Sports

Competitive sports are offered throughout the school year for students in grades 6, 7, and 8 at Los Molinos Elementary. Sports are funded from the general fund budget. Volleyball, Flag Football, Basketball, and Softball are offered for both boys and girls. Students must meet an academic GPA of 2.0 with no F's to be eligible to participate in sports. Students who do not meet these requirements can apply for academic probation.

### 4. Accelerated Reader Motivational Reward Program

Classes have a friendly competition each week for reading levels. When students pass books on Accelerated Reader, their reading levels accumulate. The goal is for all students to be at Level 10 by the end of the year. Classes are rewarded weekly by levels earned in the prior week and recognized at monthly assemblies.

### 5. Positive Behavior Intervention Supports (PBIS)

Los Molinos Elementary provides support for students and staff in PBIS strategies and programs to promote a positive school climate. This includes the use of "Wildcat Bucks" to encourage and promote positive behavior and character traits among our students. The school site provides monthly recognition for students displaying these characteristics. Staff are also trained in PBIS strategies, including Everyday Behavior Tools.

### 6. Leadership through Associated Student Body (ASB)

Los Molinos Elementary offers participation in Leadership through the Associated Student Body (ASB) for students in grades 6-8. Leadership students plan and help with a variety of student activities and events, such as the student council, spirit weeks, DOT day, and various other school events throughout the school year.

### Additional Supportive Programs for Student Engagement, Parent Engagement, School Climate & Culture:

**Back-to-School Night** – Back-to-school night is held in the fall of each year to share with parents grade-level standards, curriculum, and expectations for the new school year.

**Open House** – an evening activity held in the spring of each year to showcase student work.

**Red Ribbon Week** - a week-long event in the fall is dedicated to teaching students about the dangers of drugs and alcohol. Our Leadership students provide activities and rewards throughout the week to promote education and responsibility in making healthy decisions regarding drug and alcohol use.

**Great Kindness Challenge** - a week-long event in the spring is dedicated to teaching students the importance of displaying kindness in all aspects of our lives. Competitions, events, and rewards for participation are key to building a positive school culture.

**Read Across America** – March 2nd, this is a celebration of reading each year. Volunteer readers from the community visit our school and talk about the value of reading through their own experiences.

**4A Reward Trips** - Students in 4th - 8th grade can earn a reward trip as a way to honor academic achievement, strong attendance, positive attitudes, and accountability with work completion. The trips are funded by the school site general fund.

**8th Grade Promotion** – the last official activity of the year is to recognize and promote 8th-grade students to High School. Awards, speeches, and recognition are key to the celebration.

**8th Grade End-of-Year Trip** – 8th-grade students raise funds for an end-of-year trip to 6 Flags Discovery Kingdom, or another destination as determined by the 8th-grade class.

## Fiscal Year 2023-24 Teacher and Administrative Salaries

This table displays the 2023-24 Teacher and Administrative salaries. For detailed information on salaries, see the CDE Certification Salaries & Benefits web page at <http://www.cde.ca.gov/ds/fd/cs/>.

Category	District Amount	State Average for Districts in Same Category
<b>Beginning Teacher Salary</b>	\$50,849	\$54,773
<b>Mid-Range Teacher Salary</b>	\$70,386	\$78,981
<b>Highest Teacher Salary</b>	\$97,467	\$117,337
<b>Average Principal Salary (Elementary)</b>	\$133,625	\$128,425
<b>Average Principal Salary (Middle)</b>	\$133,625	\$137,947
<b>Average Principal Salary (High)</b>	\$138,798	\$138,809
<b>Superintendent Salary</b>	\$178,254	\$176,162
<b>Percent of Budget for Teacher Salaries</b>	25.71%	24.71%
<b>Percent of Budget for Administrative Salaries</b>	6.63%	5.91%

## Professional Development

Curriculum improvement is an ongoing process at Los Molinos Elementary and is coordinated with district and county support and effort. The driving force behind professional development continues to be our Single Plan for Student Achievement. Additionally, Smarter Balance assessment data and surveys from parents, students, and staff contribute to the overall plan for school-wide improvement. Surveys are conducted by the School Site Council committee. The staff development focus goals for the 2025-26 are:

- All staff will develop yearly plans, pacing calendar, curriculum guides, and alignment charts through Professional Learning Communities (PLC) and SMART goals
- All staff will analyze student data assessments (Smarter Balance Assessment, Interim Benchmark Assessments, ELPAC, Weekly and Unit Assessments, i-Ready diagnostics), and make curricular adjustments to instruction.

\* All staff will be trained in Multi-Tiered Systems of Supports (MTSS) to promote Positive Behavior Interventions and Support (PBIS), Academic RTI, Parent & Community Engagement, with a focus on active participation for students.

\* All staff will be trained in Everyday Behavior Tools, a Positive Behavior Interventions and Supports (PBIS) program through Tehama County Department of Education, to promote positive behaviors in student behavior and student achievement.

\*All staff will be provided with training on how to build academic oral language through English Language Development, with a focus on English Language Learners.

This table displays the number of school days dedicated to staff development and continuous improvement.

Subject	2023-24	2024-25	2025-26
<b>Number of school days dedicated to Staff Development and Continuous Improvement</b>	3	3	3

# Vina Elementary School

## 2024-2025 School Accountability Report Card (Published During the 2025-2026 School Year)



**Vina  
Elementary  
School**

Pro-Student. Pro-Education. Pro-Community.

### General Information about the School Accountability Report Card (SARC)

#### SARC Overview



By February 1 of each year, every school in California is required by state law to publish a School Accountability Report Card (SARC). The SARC contains information about the condition and performance of each California public school. Under the Local Control Funding Formula (LCFF) all local educational agencies (LEAs) are required to prepare a Local Control and Accountability Plan (LCAP), which describes how they intend to meet annual school-specific goals for all pupils, with specific activities to address state and local priorities. Additionally, data reported in an LCAP is to be consistent with data reported in the SARC.

- For more information about SARC requirements and access to prior year reports, see the California Department of Education (CDE) SARC web page at <https://www.cde.ca.gov/ta/ac/sa/>
- For more information about the LCFF or the LCAP, see the CDE LCFF web page at <https://www.cde.ca.gov/fg/aa/lc/>
- For additional information about the school, parents/guardians and community members should contact the school principal or the district office.

#### DataQuest



DataQuest is an online data tool located on the CDE DataQuest web page at <https://dq.cde.ca.gov/dataquest/> that contains additional information about this school and comparisons of the school to the district and the county. Specifically, DataQuest is a dynamic system that provides reports for accountability (e.g., test data, enrollment, high school graduates, dropouts, course enrollments, staffing, and data regarding English learners).

#### California School Dashboard



The California School Dashboard (Dashboard) <https://www.caschooldashboard.org/> reflects California's new accountability and continuous improvement system and provides information about how LEAs and schools are meeting the needs of California's diverse student population. The Dashboard contains reports that display the performance of LEAs, schools, and student groups on a set of state and local measures to assist in identifying strengths, challenges, and areas in need of improvement.

#### Internet Access

Internet access is available at public libraries and other locations that are publicly accessible (e.g., the California State Library). Access to the Internet at libraries and public locations is generally provided on a first-come, first-served basis. Other use restrictions may include the hours of operation, the length of time that a workstation may be used (depending on availability), the types of software programs available on a workstation, and the ability to print documents.

## 2025-26 School Contact Information

<b>School Name</b>	Vina Elementary School
<b>Street</b>	4790 D St.
<b>City, State, Zip</b>	Vina, CA 96092
<b>Phone Number</b>	(530) 839-2182
<b>Principal</b>	Kendi Merlo
<b>Email Address</b>	kmerlo@lmusd.net
<b>School Website</b>	<a href="http://vina.lmusd.net/">http://vina.lmusd.net/</a>
<b>Grade Span</b>	1-8
<b>County-District-School (CDS) Code</b>	52715716053581

## 2025-26 District Contact Information

<b>District Name</b>	Los Molinos Unified School District
<b>Phone Number</b>	(530) 384-7826
<b>Superintendent</b>	Stan Mojsich
<b>Email Address</b>	smojsich@lmusd.net
<b>District Website</b>	<a href="http://www.lmusd.net">www.lmusd.net</a>

## 2025-26 School Description and Mission Statement

Vina Elementary School is a small four-room school founded originally as the only school in the Pine Creek District in 1924. Located in southern Tehama County, Vina is now one of two elementary schools in the Los Molinos Unified School District. Vina currently serves approximately 80 students in first through eighth grades in the original, historic school building. A modern, portable building, which serves as a library, STEM lab, CTE lab, and resource center was added in 2002. The school sits on 5.94 acres, all surrounded by neighboring orchards. As part of the grounds, there are two softball diamonds, a multi-purpose soccer and football field, two dedicated basketball courts, and a combination volleyball/basketball court in addition to a playground that is designated for primary students.

### Vision Statement

The core values of “pro-student, pro-education, pro-community” reflect the vision of our school. Our goal is to help all students reach their full potential socially, emotionally, and academically so that they can be change-makers in their homes, schools, communities, and world.

### Mission Statement

In order to make our vision a reality, we must make our school a truly pro-student environment. We will design lessons that are engaging for all students by utilizing a variety of instructional strategies that allow everyone to be successful. We will support students as they begin to figure out who they are and how they fit into the world with loving guidance, positive interventions, and a focus on restorative justice. We will ensure that every student has the same opportunities to become exactly who they want to be. In our school, all children will be held to a high standard of behavior and academic achievement because each of them is capable of meeting and exceeding those goals.

It is our objective to make sure that everything we do, in addition to being pro-student, is pro-education. We will choose materials that are dynamic enough to engage our new generation of learners, integrate technology in a way that prepares them for the ever-changing world they will enter, and deliver instruction in a way that helps them become critical thinkers and problem solvers. However, education is certainly not limited to what happens in the classroom. We will offer opportunities to everyone to become educated in working as a team through ample athletic and extracurricular opportunities. We will model kindness, integrity, and grit every day, and teach our students that anything worth having is worth working for.



2025-26 School Description and Mission Statement

We will build a strong school community. If a child does not feel safe at school, learning cannot take place. Ultimately, we are sending our students out into bigger communities than they have ever been part of before, and it is our responsibility to prepare them to be change-makers in every environment they enter. We will build strong relationships with other local schools so that when our students move on they are set up for success. We will reach out to our local community to engage others in supporting our students in all of their endeavors. By having strong ties to the community, we can offer our students a view into the future - they can see that there are people everywhere who were once small-town kids just like themselves and are now making a difference in the world.

About this School

2024-25 Student Enrollment by Grade Level

Grade Level	Number of Students
Grade 1	5
Grade 2	5
Grade 3	8
Grade 4	13
Grade 5	13
Grade 6	12
Grade 7	8
Grade 8	16
Total Enrollment	80

2024-25 Student Enrollment by Student Group

Student Group	Percent of Total Enrollment
Female	48.8
Male	51.3
American Indian or Alaska Native	5
Hispanic or Latino	40
Two or More Races	3.8
White	50
English Learners	18.8
Socioeconomically Disadvantaged	55
Students with Disabilities	7.5



A. Conditions of Learning

State Priority: Basic

The SARC provides the following information relevant to the State priority: Basic (Priority 1):

- Degree to which teachers are appropriately assigned and fully credentialed in the subject area and for the pupils they are teaching;
- Pupils have access to standards-aligned instructional materials; and
- School facilities are maintained in good repair.

## 2021-22 Teacher Preparation and Placement

Authorization/Assignment	School Number	School Percent	District Number	District Percent	State Number	State Percent
Fully (Preliminary or Clear) Credentialed for Subject and Student Placement (properly assigned)	4	100	22.6	76.91	234405.2	84
Intern Credential Holders Properly Assigned	0	0	2.8	9.6	4853	1.74
Teachers Without Credentials and Misassignments ("ineffective" under ESSA)	0	0	1	3.7	12001.5	4.3
Credentialed Teachers Assigned Out-of-Field ("out-of-field" under ESSA)	0	0	1.7	6.04	11953.1	4.28
Unknown/Incomplete/NA	0	0	1.1	3.73	15831.9	5.67
<b>Total Teaching Positions</b>	<b>4</b>	<b>100</b>	<b>29.4</b>	<b>100</b>	<b>279044.8</b>	<b>100</b>

Note: The data in this table is based on full-time equivalent (FTE) status. One FTE equals one staff member working full-time; one FTE could also represent two staff members who each work 50 percent of full-time. Additionally, an assignment is defined as a position that an educator is assigned based on setting, subject, and grade level. An authorization is defined as the services that an educator is authorized to provide to students.

## 2022-23 Teacher Preparation and Placement

Authorization/Assignment	School Number	School Percent	District Number	District Percent	State Number	State Percent
Fully (Preliminary or Clear) Credentialed for Subject and Student Placement (properly assigned)	3.8	100	24.9	80.74	231142.4	83.24
Intern Credential Holders Properly Assigned	0	0	2.1	6.82	5566.4	2
Teachers Without Credentials and Misassignments ("ineffective" under ESSA)	0	0	1.2	4.17	14938.3	5.38
Credentialed Teachers Assigned Out-of-Field ("out-of-field" under ESSA)	0	0	0.9	3.1	11746.9	4.23
Unknown/Incomplete/NA	0	0	1.5	5.14	14303.8	5.15
<b>Total Teaching Positions</b>	<b>3.8</b>	<b>100</b>	<b>30.9</b>	<b>100</b>	<b>277698</b>	<b>100</b>

Note: The data in this table is based on FTE status. One FTE equals one staff member working full-time; one FTE could also represent two staff members who each work 50 percent of full-time. Additionally, an assignment is defined as a position that an educator is assigned based on setting, subject, and grade level. An authorization is defined as the services that an educator is authorized to provide to students.

## 2023-24 Teacher Preparation and Placement

Authorization/Assignment	School Number	School Percent	District Number	District Percent	State Number	State Percent
<b>Fully (Preliminary or Clear) Credentialed for Subject and Student Placement (properly assigned)</b>	3.8	100	21.7	72.37	230039.4	100
<b>Intern Credential Holders Properly Assigned</b>	0	0	2.5	8.5	6213.8	2.23
<b>Teachers Without Credentials and Misassignments (“ineffective” under ESSA)</b>	0	0	2.8	9.4	16855	6.04
<b>Credentialed Teachers Assigned Out-of-Field (“out-of-field” under ESSA)</b>	0	0	0.6	2.07	12112.8	4.34
<b>Unknown/Incomplete/NA</b>	0	0	2.2	7.6	13705.8	4.91
<b>Total Teaching Positions</b>	3.8	100	30	100	278927.1	100

Note: The data in this table is based on FTE status. One FTE equals one staff member working full-time; one FTE could also represent two staff members who each work 50 percent of full-time. Additionally, an assignment is defined as a position that an educator is assigned based on setting, subject, and grade level. An authorization is defined as the services that an educator is authorized to provide to students.

## Teachers Without Credentials and Misassignments (considered “ineffective” under ESSA)

Authorization/Assignment	2021-22	2022-23	2023-24
<b>Permits and Waivers</b>	0.00	0	0
<b>Misassignments</b>	0.00	0	0
<b>Vacant Positions</b>	0.00	0	0
<b>Total Teachers Without Credentials and Misassignments</b>	0.00	0	0

## Credentialed Teachers Assigned Out-of-Field (considered “out-of-field” under ESSA)

Indicator	2021-22	2022-23	2023-24
<b>Credentialed Teachers Authorized on a Permit or Waiver</b>	0.00	0	0
<b>Local Assignment Options</b>	0.00	0	0
<b>Total Out-of-Field Teachers</b>	0.00	0	0

## Class Assignments

Indicator	2021-22	2022-23	2023-24
<b>Misassignments for English Learners</b> (a percentage of all the classes with English learners taught by teachers that are misassigned)	0	0	0
<b>No credential, permit or authorization to teach</b> (a percentage of all the classes taught by teachers with no record of an authorization to teach)	0	0	0

Note: For more information refer to the Updated Teacher Equity Definitions web page at <https://www.cde.ca.gov/pd/ee/teacherequitydefinitions.asp>.

## 2025-26 Quality, Currency, Availability of Textbooks and Other Instructional Materials

Year and month in which the data were collected		08/2025
Subject	List of Textbooks and Other Instructional Materials / Indicate if from Most Recent Adoption / Year of Adoption	Percent Students Lacking Own Assigned Copy
<b>Reading/Language Arts</b>	Grades 1-5 Houghton Mifflin Harcourt Journeys, Word Gen Weekly, iReady, IXL Grades 6-8 Glencoe Literature California Treasures, Common Lit 360, Word Gen Weekly, iReady, IXL	0%
<b>Mathematics</b>	Grades 1-5 Houghton Mifflin - California Math Expressions, iReady, IXL Grades 6-8 CPM Mathematics Courses 1-3, iReady, IXL	0%
<b>Science</b>	Amplify Science	0%
<b>History-Social Science</b>	Grades 1-5 McGraw Hill Impact Grades 6-8 - TCI History Alive!	0%
<b>Foreign Language</b>	N/A	
<b>Health</b>	N/A	
<b>Visual and Performing Arts</b>	N/A	
<b>Science Laboratory Equipment (grades 9-12)</b>	N/A	

Note: Cells with N/A values do not require data.

## School Facility Conditions and Planned Improvements

Vina Elementary is housed in a historic building that has served multiple generations of families. It is located in the center of Vina. The buildings and playground are well maintained and serve as a community gathering place. The restrooms were renovated in 2019 with Modernization funds. The lack of vandalism and graffiti show the pride of the community in their school. Electrical was updated in 2008. All classrooms have operational HVAC systems, in addition to a separate unit for the auditorium and cafeteria. The portable building has working HVAC as well.

School Facility Conditions and Planned Improvements

Year and month of the most recent FIT report	12/17/2025
--	------------

System Inspected	Rate Good	Rate Fair	Rate Poor	Repair Needed and Action Taken or Planned
<b>Systems:</b> Gas Leaks, Mechanical/HVAC, Sewer	X			Category is Exemplary, but no check box
<b>Interior:</b> Interior Surfaces	X			Category is Exemplary, but no check box
<b>Cleanliness:</b> Overall Cleanliness, Pest/Vermin Infestation	X			Category is Exemplary, but no check box
<b>Electrical</b>	X			Category is Exemplary, but no check box
<b>Restrooms/Fountains:</b> Restrooms, Sinks/ Fountains	X			Category is Exemplary, but no check box
<b>Safety:</b> Fire Safety, Hazardous Materials	X			Category is Exemplary, but no check box
<b>Structural:</b> Structural Damage, Roofs	X			Category is Exemplary, but no check box
<b>External:</b> Playground/School Grounds, Windows/ Doors/Gates/Fences	X			Category is Exemplary, but no check box

Overall Facility Rate			
Exemplary	Good	Fair	Poor
X			

B. Pupil Outcomes

State Priority: Pupil Achievement

The SARC provides the following information relevant to the State priority: Pupil Achievement (Priority 4):

Statewide Assessments

(i.e., California Assessment of Student Performance and Progress [CAASPP] System includes the Smarter Balanced Summative Assessments for students in the general education population and the California Alternate Assessments [CAAs] for English language arts/literacy [ELA] and mathematics given in grades three through eight and grade eleven. Only eligible students may participate in the administration of the CAAs. CAAs items are aligned with alternate achievement standards, which are linked with the Common Core State Standards [CCSS] for students with the most significant cognitive disabilities).

The CAASPP System encompasses the following assessments and student participation requirements:

1. Smarter Balanced Summative Assessments and CAAs for ELA in grades three through eight and grade eleven.

2. Smarter Balanced Summative Assessments and CAAs for mathematics in grades three through eight and grade eleven.

3. California Science Test (CAST) and CAAs for Science in grades five, eight, and once in high school (i.e., grade ten, eleven, or twelve).

College and Career Ready

The percentage of students who have successfully completed courses that satisfy the requirements for entrance to the University of California and the California State University, or career technical education sequences or programs of study.

Percentage of Students Meeting or Exceeding the State Standard on CAASPP						
This table displays CAASPP test results in ELA and mathematics for all students grades three through eight and grade eleven taking and completing a state-administered assessment.						
To protect student privacy, double dashes (--) are used in the table when the cell size within a selected student population is ten or fewer.						
ELA and mathematics test results include the Smarter Balanced Summative Assessments and the CAA. The “Percent Met or Exceeded” is calculated by taking the total number of students who met or exceeded the standard on the Smarter Balanced Summative Assessment plus the total number of students who met the standard (i.e., achieved Level 3–Alternate) on the CAA divided by the total number of students who participated in both assessments.						
Subject	School 2023-24	School 2024-25	District 2023-24	District 2024-25	State 2023-24	State 2024-25
English Language Arts/Literacy (grades 3-8 and 11)	70	42	44	37	47	48
Mathematics (grades 3-8 and 11)	65	51	33	32	35	37

2024-25 CAASPP Test Results in ELA by Student Group
This table displays CAASPP test results in ELA by student group for students grades three through eight and grade eleven taking and completing a state-administered assessment.
ELA test results include the Smarter Balanced Summative Assessment and the CAA. The “Percent Met or Exceeded” is calculated by taking the total number of students who met or exceeded the standard on the Smarter Balanced Summative Assessment plus

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Vina Elementary School

the total number of students who met the standard (i.e., achieved Level 3–Alternate) on the CAA divided by the total number of students who participated in both assessments.

To protect student privacy, double dashes (--) are used in the table when the cell size within a selected student population is ten or fewer.

Note: The number of students tested includes all students who participated in the test whether they received a score or not; however, the number of students tested is not the number that was used to calculate the achievement level percentages. The achievement level percentages are calculated using only students who received scores.

CAASPP Student Groups	CAASPP Total Enrollment	CAASPP Number Tested	CAASPP Percent Tested	CAASPP Percent Not Tested	CAASPP Percent Met or Exceeded
All Students	72	72	100.00	0.00	41.67
Female	35	35	100.00	0.00	48.57
Male	37	37	100.00	0.00	35.14
American Indian or Alaska Native	--	--	--	--	--
Asian	0	0	0	0	0
Black or African American	0	0	0	0	0
Filipino	0	0	0	0	0
Hispanic or Latino	31	31	100.00	0.00	32.26
Native Hawaiian or Pacific Islander	0	0	0	0	0
Two or More Races	--	--	--	--	--
White	35	35	100.00	0.00	48.57
English Learners	13	13	100.00	0.00	7.69
Foster Youth	0	0	0	0	0
Homeless	0	0	0	0	0
Military	0	0	0	0	0
Socioeconomically Disadvantaged	39	39	100.00	0.00	30.77
Students Receiving Migrant Education Services	0	0	0	0	0
Students with Disabilities	--	--	--	--	--

### 2024-25 CAASPP Test Results in Math by Student Group

This table displays CAASPP test results in Math by student group for students grades three through eight and grade eleven taking and completing a state-administered assessment.

Mathematics test results include the Smarter Balanced Summative Assessment and the CAA. The “Percent Met or Exceeded” is calculated by taking the total number of students who met or exceeded the standard on the Smarter Balanced Summative Assessment plus the total number of students who met the standard (i.e., achieved Level 3–Alternate) on the CAA divided by the total number of students who participated in both assessments.

To protect student privacy, double dashes (--) are used in the table when the cell size within a selected student population is ten or fewer.

Note: The number of students tested includes all students who participated in the test whether they received a score or not; however, the number of students tested is not the number that was used to calculate the achievement level percentages. The achievement level percentages are calculated using only students who received scores.

CAASPP Student Groups	CAASPP Total Enrollment	CAASPP Number Tested	CAASPP Percent Tested	CAASPP Percent Not Tested	CAASPP Percent Met or Exceeded
All Students	72	71	98.61	1.39	50.70
Female	35	35	100.00	0.00	54.29
Male	37	36	97.30	2.70	47.22
American Indian or Alaska Native	--	--	--	--	--
Asian	0	0	0	0	0
Black or African American	0	0	0	0	0
Filipino	0	0	0	0	0
Hispanic or Latino	31	31	100.00	0.00	48.39
Native Hawaiian or Pacific Islander	0	0	0	0	0
Two or More Races	--	--	--	--	--
White	35	35	100.00	0.00	54.29
English Learners	13	13	100.00	0.00	23.08
Foster Youth	0	0	0	0	0
Homeless	0	0	0	0	0
Military	0	0	0	0	0
Socioeconomically Disadvantaged	39	38	97.44	2.56	34.21
Students Receiving Migrant Education Services	0	0	0	0	0
Students with Disabilities	--	--	--	--	--



CAASPP Test Results in Science for All Students

This table displays the percentage of all students grades five, eight, and High School meeting or exceeding the State Standard.

Science test results include the CAST and the CAA for Science. The “Percent Met or Exceeded” is calculated by taking the total number of students who met or exceeded the standard on the CAST plus the total number of students who met the standard (i.e., achieved Level 3–Alternate) on the CAA for Science divided by the total number of students who participated in a science assessment.

To protect student privacy, double dashes (--) are used in the table when the cell size within a selected student population is ten or fewer.

The number of students tested includes all students who participated in the test whether they received a score or not; however, the number of students tested is not the number that was used to calculate the achievement level percentages. The achievement level percentages are calculated using only students who received scores.

Subject	School 2023-24	School 2024-25	District 2023-24	District 2024-25	State 2023-24	State 2024-25
Science (grades 5, 8 and high school)	36.84	44.83	22.53	22.41	30.73	32.33

2024-25 CAASPP Test Results in Science by Student Group

To protect student privacy, double dashes (--) are used in the table when the cell size within a selected student population is ten or fewer.

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Not Tested	Percent Met or Exceeded
All Students	29	29	100.00	0.00	44.83
Female	13	13	100.00	0.00	38.46
Male	16	16	100.00	0.00	50.00
American Indian or Alaska Native	--	--	--	--	--
Asian	0	0	0	0	0
Black or African American	0	0	0	0	0
Filipino	0	0	0	0	0
Hispanic or Latino	12	12	100.00	0.00	50.00
Native Hawaiian or Pacific Islander	0	0	0	0	0
Two or More Races	--	--	--	--	--
White	14	14	100.00	0.00	42.86
English Learners	--	--	--	--	--
Foster Youth	0	0	0	0	0
Homeless	0	0	0	0	0
Military	0	0	0	0	0
Socioeconomically Disadvantaged	15	15	100.00	0.00	33.33
Students Receiving Migrant Education Services	0	0	0	0	0
Students with Disabilities	--	--	--	--	--

B. Pupil Outcomes

State Priority: Other Pupil Outcomes

The SARC provides the following information relevant to the State priority: Other Pupil Outcomes (Priority 8): Pupil outcomes in the subject area of physical education.

2024-25 California Physical Fitness Test Participation Rates					
This table displays the percentage of students participating in each of the five fitness components of the California Physical Fitness Test Results. The administration of the PFT requires only participation results for these five fitness areas. Percentages are not calculated and double dashes (--) appear in the table when the number of students tested is ten or less, either because the number of students in this category is too small for statistical accuracy or to protect student privacy.					
Grade Level	Component 1: Aerobic Capacity	Component 2: Abdominal Strength and Endurance	Component 3: Trunk Extensor and Strength and Flexibility	Component 4: Upper Body Strength and Endurance	Component 5: Flexibility
Grade 5	100	100	100	100	100
Grade 7	100	100	100	100	100

C. Engagement

State Priority: Parental Involvement

The SARC provides the following information relevant to the State priority: Parental Involvement (Priority 3): Efforts the school district makes to seek parent input in making decisions regarding the school district and at each school site.

2025-26 Opportunities for Parental Involvement
Vina is committed to supporting an already existing high parent participation rate. This is a district LCAP, Board, and SPSA Goal. In addition to SSC meetings, we offer an array of events such as Back to School Night, Open House, Halloween Carnival, Spaghetti Dinner, Christmas Program, Sporting Events, and Grandparents Day. Parents also have the opportunity to volunteer throughout the school day and chaperone field trips. Vina is very supportive of providing parents the opportunity to participate in school events.

2024-25 Chronic Absenteeism by Student Group				
Student Group	Cumulative Enrollment	Chronic Absenteeism Eligible Enrollment	Chronic Absenteeism Count	Chronic Absenteeism Rate
All Students	90	84	5	6.0
Female	46	41	3	7.3
Male	44	43	2	4.7
Non-Binary	--	--	--	--
American Indian or Alaska Native	--	--	--	--
Asian	--	--	--	--
Black or African American	--	--	--	--
Filipino	--	--	--	--
Hispanic or Latino	36	34	1	2.9
Native Hawaiian or Pacific Islander	--	--	--	--
Two or More Races	--	--	--	--
White	45	42	3	7.1
English Learners	18	17	0	0.0
Foster Youth	--	--	--	--
Homeless	--	--	--	--
Socioeconomically Disadvantaged	54	50	5	10.0
Students Receiving Migrant Education Services	--	--	--	--
Students with Disabilities	--	--	--	--

Note: To protect student privacy, double dashes (--) are used in the table when the cell size within a selected student population is ten or fewer.

C. Engagement

**State Priority: School Climate**

The SARC provides the following information relevant to the State priority: School Climate (Priority 6):

- Pupil suspension rates;
- Pupil expulsion rates; and
- Other local measures on the sense of safety

Suspensions and Expulsions

This table displays suspensions data.

Suspensions								
School 2022-23	School 2023-24	School 2024-25	District 2022-23	District 2023-24	District 2024-25	State 2022-23	State 2023-24	State 2024-25
0	0	0	3.55	1.52	6.67	3.6	3.28	2.94

Note: To protect student privacy, double dashes (--) are used in the table when the cell size within a selected student population is ten or fewer.

This table displays expulsions data.

Expulsions								
School 2022-23	School 2023-24	School 2024-25	District 2022-23	District 2023-24	District 2024-25	State 2022-23	State 2023-24	State 2024-25
0	0	0	0	0	0	0.08	0.07	0.06

Note: To protect student privacy, double dashes (--) are used in the table when the cell size within a selected student population is ten or fewer.

2024-25 Suspensions and Expulsions by Student Group

Student Group	Suspensions Rate	Expulsions Rate
All Students	0.00	0.00
Female	0.00	0.00
Male	0.00	0.00
Non-Binary	0.00	0.00
American Indian or Alaska Native	0.00	0.00
Asian	0.00	0.00
Black or African American	0.00	0.00
Filipino	0.00	0.00
Hispanic or Latino	0.00	0.00
Native Hawaiian or Pacific Islander	0.00	0.00
Two or More Races	0.00	0.00
White	0.00	0.00
English Learners	0.00	0.00
Foster Youth	0.00	0.00
Homeless	0.00	0.00
Socioeconomically Disadvantaged	0.00	0.00
Students Receiving Migrant Education Services	0.00	0.00
Students with Disabilities	0.00	0.00

Note: To protect student privacy, double dashes (--) are used in the table when the cell size within a selected student population is ten or fewer.

2025-26 School Safety Plan

Vina Elementary School maintains a comprehensive school safety plan that is reviewed and updated annually in compliance with state and district requirements. The plan includes procedures for emergency preparedness, disaster response, student supervision, visitor management, and campus security. Staff members receive regular training on emergency protocols, including lockdowns, evacuations, and medical emergencies. The school works collaboratively with local law enforcement, fire services, and district officials to ensure coordinated responses to emergencies. Student safety is further supported through supervision during instructional and non-instructional times, clear behavioral expectations, and a positive school climate that emphasizes prevention, communication, and student well-being.

D. Other SARC Information Information Required in the SARC

The information in this section is required to be in the SARC but is not included in the state priorities for LCFF.

2022-23 Elementary Average Class Size and Class Size Distribution

This table displays the 2022-23 average class size and class size distribution. The columns titled “Number of Classes” indicates how many classes fall into each size category (a range of total students per class). The “Other” category is for multi-grade level classes.

Grade Level	Average Class Size	Number of Classes with 1-20 Students	Number of Classes with 21-32 Students	Number of Classes with 33+ Students
K	0	0	0	0
1	0	0	0	0
2	0	0	0	0
3	0	0	0	0
4	0	0	0	0
5	0	0	0	0
6	0	0	0	0
Other	19	2	1	0

### 2023-24 Elementary Average Class Size and Class Size Distribution

This table displays the 2023-24 average class size and class size distribution. The columns titled “Number of Classes” indicates how many classes fall into each size category (a range of total students per class). The “Other” category is for multi-grade level classes.

Grade Level	Average Class Size	Number of Classes with 1-20 Students	Number of Classes with 21-32 Students	Number of Classes with 33+ Students
K	0	0	0	0
1	0	0	0	0
2	0	0	0	0
3	0	0	0	0
4	0	0	0	0
5	0	0	0	0
6	0	0	0	0
Other	19	2	1	0

### 2024-25 Elementary Average Class Size and Class Size Distribution

This table displays the 2024-25 average class size and class size distribution. The columns titled “Number of Classes” indicates how many classes fall into each size category (a range of total students per class). The “Other” category is for multi-grade level classes.

Grade Level	Average Class Size	Number of Classes with 1-20 Students	Number of Classes with 21-32 Students	Number of Classes with 33+ Students
Other	19	1	2	

### 2024-25 Ratio of Pupils to Academic Counselor

This table displays the ratio of pupils to Academic Counselor. One Full Time Equivalent (FTE) equals one staff member working full time; one FTE could also represent two staff members who each work 50 percent of full time.

Title	Ratio
Pupils to Academic Counselor	0

## 2024-25 Student Support Services Staff

This table displays the number of FTE support staff assigned to this school. One Full Time Equivalent (FTE) equals one staff member working full time; one FTE could also represent two staff members who each work 50 percent of full time. The “Other” category is for all other student support services staff positions not listed.

Title	Number of FTE Assigned to School
Counselor (Academic, Social/Behavioral or Career Development)	
Library Media Teacher (Librarian)	
Library Media Services Staff (Paraprofessional)	
Psychologist	0.1
Social Worker	
Nurse	
Speech/Language/Hearing Specialist	
Resource Specialist (non-teaching)	
Other	

## Fiscal Year 2023-24 Expenditures Per Pupil and School Site Teacher Salaries

This table displays the 2023-24 expenditures per pupil and average teacher salary for this school. Cells with N/A values do not require data.

Level	Total Expenditures Per Pupil	Expenditures Per Pupil (Restricted)	Expenditures Per Pupil (Unrestricted)	Average Teacher Salary
School Site	\$10,429	\$1,537	\$8,892	\$89,944
District	N/A	N/A	\$9,670	\$81,077
Percent Difference - School Site and District	N/A	N/A	-8.0	10.0
State	N/A	N/A	\$11,146	\$86,335
Percent Difference - School Site and State	N/A	N/A	-22.5	4.0

## Fiscal Year 2024-25 Types of Services Funded

Vina students receive differentiated assistance through individualized classroom instruction supported by instructional aides and push-in support by Resource Specialist and RSP Aide. LMUSD adopted the MTSS model and teachers will be receiving training on how to support students through various levels of intervention. A district School Psychologist also provides social skill training support for students through the SST process.



## Fiscal Year 2023-24 Teacher and Administrative Salaries

This table displays the 2023-24 Teacher and Administrative salaries. For detailed information on salaries, see the CDE Certification Salaries & Benefits web page at <http://www.cde.ca.gov/ds/fd/cs/>.

Category	District Amount	State Average for Districts in Same Category
Beginning Teacher Salary	\$50,849	\$54,773
Mid-Range Teacher Salary	\$70,386	\$78,981
Highest Teacher Salary	\$97,467	\$117,337
Average Principal Salary (Elementary)	\$133,625	\$128,425
Average Principal Salary (Middle)	\$133,625	\$137,947
Average Principal Salary (High)	\$138,798	\$138,809
Superintendent Salary	\$178,254	\$176,162
Percent of Budget for Teacher Salaries	25.71%	24.71%
Percent of Budget for Administrative Salaries	6.63%	5.91%

## Professional Development

Vina Elementary School provides professional development opportunities to staff in many areas of instruction, curriculum, classroom management, safety, and social-emotional learning. Staff have participated in professional trainings in project-based learning, technology integration, trauma-informed practices, Universal Design for Learning (UDL), specific instructional strategies, Positive Behavioral Interventions and Supports (PBIS), and other areas that support student learning and well-being. Staff meet several times per week to discuss student progress and development, and a minimum of once per month for professional development focused on curriculum, instruction, and Professional Learning Communities. In addition, Los Molinos Unified School District provides three days of staff development district-wide each year. As a staff, Vina Elementary is dedicated to the continuous review and improvement of instructional practices to meet the needs of all students. The district employs an Assistant Principal/Program Coordinator who supports teachers in curriculum implementation, assessment, school culture, and the PLC process.

This table displays the number of school days dedicated to staff development and continuous improvement.

Subject	2023-24	2024-25	2025-26
Number of school days dedicated to Staff Development and Continuous Improvement	3	3	3

Tab 7.

Principal's Report (Information)

Megan Weiss - LMHS

Kristina Zarate - LMES

Kendi Merlo - Vina



## **Los Molinos High School**

### **Principal's Report**

**Staff of the Month: Dan Gilbert**

**Enrollment: 60 9th, 68 10th, 40 11th, 45 12th**

**Grants and Additional Efforts Update: Weekly Meetings Update and Current Applications**

### **Academic Focus Areas**

- Reviewing ELD Strategies from our PD
- Semester One Grades and Student Success Plan
  - CICO (Check-In/Check-Out)
- Review of Short Term/Long Term Independent Study
- Saturday School January 31st

### **Athletics**

- Basketball Highlights (League Starts 1/13/26)
  - Block LM Tournament (Varsity Boys and Girls)
  - Fort Bragg Tournament Varsity Girls
  - Ralph Wood Invitational (JV Basketball)
    - LMHS JV Boys WON Championship
  - Willows New Years Invitational (Varsity Basketball)
  - Soccer Boys and Girls: League Started 1/6/26 (Boys and Girls are both 0-1)
  - Wrestling: Medals Earned at Every Tournament

### **School Culture**

- Welcome Back 2026
- Attendance Reward- 0 Un-Excused Absences and 5 or Less Tardies
- The student of the Quarter for Kiwanis will be announced at the luncheon on 1/28:  
Emma Andersen  
Tanner Prather  
Gavin Kuhn
- LM Chamber of Commerce Student of the Month will be on 1/28/26.  
Sophomores are up this month.



**Los Molinos Elementary School – Principal's Report**  
**Board Meeting – January 15, 2026**  
**Presented by: Kristina Zarate, Principal**

## **School Highlights & Achievements:**

- ★ **Enrollment:** 268 students currently enrolled.
- ★ **Daily attendance rates have returned to 95-96% after the break.**
- ★ **Basketball Season:** Mike Brewer Invitational: A & B Team Boys participated, and the Los Molinos Elementary Booster Club ran the snack bar on Friday and Saturday.
- ★ **Basketball Uniforms for Girls Teams:** LME is working in collaboration with Steve and Cari Novo on getting new uniforms for our girls basketball teams. They are helping with the design and proper numbering and will be donating \$500 to support this effort. The proceeds from the Girls Mike Brewer Invitational Snack Bar will help us fund the remaining cost.

## **Instruction & Student Learning:**

- ★ The in-service day was well-received by the staff. The teachers and paraprofessionals reported back that the information presented was useful and easy to implement in their classrooms. Several teachers used the active participation strategies presented the very next day!
- ★ In conjunction with TCDE, 3rd grade participated in an early literacy skills indicator assessment to determine 3rd fluency rates. Our results were impressive! Out of the 20 students assessed, we had 3 students score ABOVE Benchmark, 9 AT Benchmark level, 4 Below Benchmark, and 4 Well Below Benchmark. This was encouraging data and we will use this information to target the students needing additional help through intervention and tutoring.
- ★ Ms. Ellis signed up to take a course over the next four months, *Keys to Content Writing* provided by Glenn County Office of Education and TCDE. I decided to join her in this course to better support my teachers in writing instruction.

## **Positive Behavior & School Culture:**

- ★ **School Site Council:** During the January meeting, several parents voiced their appreciation and praised the school and district for the positive changes this year at LME. They described the feeling on campus as more positive and welcoming this year.
- ★ **Leadership (ASB):** The Leadership students along with Ms. Ellis organized a fundraiser for ASB by selling reindeer grams during the last two weeks of school before Christmas break. They were able to make a profit of \$329. They also ran a school-wide spirit week to celebrate the holiday season!
- ★ **Monthly Attendance Class Winners:** In an effort to keep daily attendance on the rise we celebrate the top three classes with the highest attendance for the month. November and December Winners were: Ms. Ellis 5th Grade with **94.7%**, Miss Margie's Kindergarten with **94.68%**, and Mrs. Johnson's 1st grade with **94.1%**.

### **Upcoming Events for Los Molinos Elementary:**

**1/21/2026: CTE Trailer @ LMHS 7th & 8th Grade Visit**

**1/23/2026: Progress Reports sent home**

**1/27/2026: The NED Show Assembly @ 1pm**

**1/30/2026: Student of the Month Assemblies**

Vina Principal Report  
Unavailable as of Jan. 9, 2026

Tab 8. Consent Agenda

A. Approval of Student Body Accounts

Los Molinos High School

Los Molinos Elementary School

Vina Elementary School

B. Current Monthly Bills

LMHS, LMES, VES ASB Reports  
Unavailable as of January 9, 2025



Scheduled 12/01/2025 - 12/29/2025

Bank Account COUNTY - COUNTY

Fiscal Year	Invoice Date	Req #	Comment	Payment Id (Trans Batch Id)	Sched	Paymt Status	Check Status	Invoice Amount	Unpaid Sales Tax	Expense Amount
AP Vendor		AGParts Worldwide, Inc. (001013/1) 220 Huff Avenue, Suite 100 Greensburg, PA 15601								
F	2025/26	12/08/25	R26-00171	Tech Supplies	AR028005	12/10/25	Paid	Cleared	589.34	589.34
2026 01- 4127- 0- 1110- 1000- 4300- 510- 000- 000										
Check #	40296362		BatchId		AP12172025		Check Date	12/17/25	PO# P26-00111	Register # 001071
Total Invoice Amount									589.34	

AP Vendor		Amazon Capital Services Inc. (001210/1) PO Box 035184 Seattle, WA 98124-5184									
2025/26	11/25/25	R26-00090	Office, Class & Sport Supplies	11FC-43G9-GMLJ	12/01/25	Paid	Cleared	112.65		112.65	
	2026	01- 0000- 0- 0000- 7200- 4300- 510- 000- 000				112.65					
	2026	01- 0000- 0- 1110- 1000- 4300- 510- 000- 000									
	2026	01- 0000- 0- 1240- 4200- 4300- 512- 000- 000									
	2026	01- 0000- 0- 3800- 1000- 4300- 512- 000- 000									
	2026	01- 0000- 0- 6202- 1000- 4300- 512- 000- 000									
	2026	01- 1100- 0- 0000- 2700- 4300- 513- 000- 000									
	2026	01- 1100- 0- 1110- 1000- 4300- 513- 000- 000									
	2026	13- 5310- 0- 0000- 3700- 4300- 511- 000- 000									
	2026	13- 5310- 0- 0000- 3700- 4300- 512- 000- 000									
Check #	40295809			BatchId	AP12042025C	Check Date	12/04/25	PO#	P26-00030	Register #	001069
2025/26	11/24/25	R26-00090	Office, Class & Sport Supplies	14QX-YM4T-D7TP	12/01/25	Paid	Cleared	14.84		14.84	
	2026	01- 0000- 0- 0000- 7200- 4300- 510- 000- 000				14.84					
	2026	01- 0000- 0- 1110- 1000- 4300- 510- 000- 000									
	2026	01- 0000- 0- 1240- 4200- 4300- 512- 000- 000									
	2026	01- 0000- 0- 3800- 1000- 4300- 512- 000- 000									
	2026	01- 0000- 0- 6202- 1000- 4300- 512- 000- 000									
	2026	01- 1100- 0- 0000- 2700- 4300- 513- 000- 000									
	2026	01- 1100- 0- 1110- 1000- 4300- 513- 000- 000									
	2026	13- 5310- 0- 0000- 3700- 4300- 511- 000- 000									
	2026	13- 5310- 0- 0000- 3700- 4300- 512- 000- 000									
Check #	40295809			BatchId	AP12042025C	Check Date	12/04/25	PO#	P26-00030	Register #	001069
2025/26	11/24/25	R26-00090	Office, Class & Sport Supplies	14QX-YM4T-HCVC	12/01/25	Paid	Cleared	76.10		76.10	
	2026	01- 0000- 0- 0000- 7200- 4300- 510- 000- 000				76.10					
	2026	01- 0000- 0- 1110- 1000- 4300- 510- 000- 000									
	2026	01- 0000- 0- 1240- 4200- 4300- 512- 000- 000									

Selection Sorted by AP Check Order Option, Filtered by (Org = 912, Payment Method = N, Payment Type = N, On Hold? = Y, Starting Schedule Date = 12/1/2025, Ending Schedule Date = 12/31/2025, Page Break by Check/Advice? = N, Zero? = Y)

Scheduled 12/01/2025 - 12/29/2025

Bank Account COUNTY - COUNTY

Fiscal Year	Invoice Date	Req #	Comment	Payment Id (Trans Batch Id)	Sched	Paymt Status	Check Status	Invoice Amount	Unpaid Sales Tax	Expense Amount
AP Vendor			Amazon Capital Services Inc. (001210/1)		(continued)	(continued)				
2025/26	11/24/25	R26-00090	Office, Class & Sport Supplies	14QX-YM4T-HCVC (continued)	12/01/25	Paid	Cleared	(continued)		
	2026	01-0000-0-3800-1000-4300-512-000-000								
	2026	01-0000-0-6202-1000-4300-512-000-000								
	2026	01-1100-0-0000-2700-4300-513-000-000								
	2026	01-1100-0-1110-1000-4300-513-000-000								
	2026	13-5310-0-0000-3700-4300-511-000-000								
	2026	13-5310-0-0000-3700-4300-512-000-000								
Check #	40295809			BatchId	AP12042025C	Check Date	12/04/25	PO# P26-00030	Register #	001069
2025/26	11/24/25	R26-00090	Office, Class & Sport Supplies	1C9V-GWW7-HK97	12/01/25	Paid	Cleared	41.39		41.39
	2026	01-0000-0-0000-7200-4300-510-000-000				41.39				
	2026	01-0000-0-1110-1000-4300-510-000-000								
	2026	01-0000-0-1240-4200-4300-512-000-000								
	2026	01-0000-0-3800-1000-4300-512-000-000								
	2026	01-0000-0-6202-1000-4300-512-000-000								
	2026	01-1100-0-0000-2700-4300-513-000-000								
	2026	01-1100-0-1110-1000-4300-513-000-000								
	2026	13-5310-0-0000-3700-4300-511-000-000								
	2026	13-5310-0-0000-3700-4300-512-000-000								
Check #	40295809			BatchId	AP12042025C	Check Date	12/04/25	PO# P26-00030	Register #	001069
2025/26	11/19/25	R26-00090	Office, Class & Sport Supplies	1K1N-7X4G-QHQR	12/01/25	Paid	Cleared	342.29		342.29
	2026	01-0000-0-0000-7200-4300-510-000-000								
	2026	01-0000-0-1110-1000-4300-510-000-000								
	2026	01-0000-0-1240-4200-4300-512-000-000								
	2026	01-0000-0-3800-1000-4300-512-000-000				342.29				
	2026	01-0000-0-6202-1000-4300-512-000-000								
	2026	01-1100-0-0000-2700-4300-513-000-000								
	2026	01-1100-0-1110-1000-4300-513-000-000								
	2026	13-5310-0-0000-3700-4300-511-000-000								
	2026	13-5310-0-0000-3700-4300-512-000-000								
Check #	40295809			BatchId	AP12042025C	Check Date	12/04/25	PO# P26-00030	Register #	001069
2025/26	11/24/25	R26-00090	Office, Class & Sport Supplies	1MCY-MYVF-HD1N	12/01/25	Paid	Cleared	149.11		149.11
	2026	01-0000-0-0000-7200-4300-510-000-000								
	2026	01-0000-0-1110-1000-4300-510-000-000								
	2026	01-0000-0-1240-4200-4300-512-000-000								
	2026	01-0000-0-3800-1000-4300-512-000-000				149.11				
Selection Sorted by AP Check Order Option, Filtered by (Org = 912, Payment Method = N, Payment Type = N, On Hold? = Y, Starting Schedule Date = 12/1/2025, Ending Schedule Date = 12/31/2025, Page Break by Check/Advice? = N, Zero? = Y)										

Scheduled 12/01/2025 - 12/29/2025

Bank Account COUNTY - COUNTY

Fiscal Year	Invoice Date	Req #	Comment	Payment Id (Trans Batch Id)	Sched	Paymt Status	Check Status	Invoice Amount	Unpaid Sales Tax	Expense Amount
AP Vendor			Amazon Capital Services Inc. (001210/1)		(continued)	(continued)				
2025/26	11/24/25	R26-00090	Office, Class & Sport Supplies	1MCY-MYVF-HD1N	12/01/25	Paid	Cleared	(continued)		
		2026	01- 0000- 0- 6202- 1000- 4300- 512- 000- 000	(continued)						
		2026	01- 1100- 0- 0000- 2700- 4300- 513- 000- 000							
		2026	01- 1100- 0- 1110- 1000- 4300- 513- 000- 000							
		2026	13- 5310- 0- 0000- 3700- 4300- 511- 000- 000							
		2026	13- 5310- 0- 0000- 3700- 4300- 512- 000- 000							
Check #	40295809			BatchId	AP12042025C	Check Date	12/04/25	PO#	P26-00030	Register # 001069
2025/26	11/21/25	R26-00090	Office, Class & Sport Supplies	1MNQ-PYWH-VTLC	12/01/25	Paid	Cleared	340.27		340.27
		2026	01- 0000- 0- 0000- 7200- 4300- 510- 000- 000							
		2026	01- 0000- 0- 1110- 1000- 4300- 510- 000- 000							
		2026	01- 0000- 0- 1240- 4200- 4300- 512- 000- 000							
		2026	01- 0000- 0- 3800- 1000- 4300- 512- 000- 000			340.27				
		2026	01- 0000- 0- 6202- 1000- 4300- 512- 000- 000							
		2026	01- 1100- 0- 0000- 2700- 4300- 513- 000- 000							
		2026	01- 1100- 0- 1110- 1000- 4300- 513- 000- 000							
		2026	13- 5310- 0- 0000- 3700- 4300- 511- 000- 000							
		2026	13- 5310- 0- 0000- 3700- 4300- 512- 000- 000							
Check #	40295809			BatchId	AP12042025C	Check Date	12/04/25	PO#	P26-00030	Register # 001069
2025/26	11/26/25	R26-00090	Office, Class & Sport Supplies	1VV1-W1QQ-XXQC	12/01/25	Paid	Cleared	38.62		38.62
		2026	01- 0000- 0- 0000- 7200- 4300- 510- 000- 000			38.62				
		2026	01- 0000- 0- 1110- 1000- 4300- 510- 000- 000							
		2026	01- 0000- 0- 1240- 4200- 4300- 512- 000- 000							
		2026	01- 0000- 0- 3800- 1000- 4300- 512- 000- 000							
		2026	01- 0000- 0- 6202- 1000- 4300- 512- 000- 000							
		2026	01- 1100- 0- 0000- 2700- 4300- 513- 000- 000							
		2026	01- 1100- 0- 1110- 1000- 4300- 513- 000- 000							
		2026	13- 5310- 0- 0000- 3700- 4300- 511- 000- 000							
		2026	13- 5310- 0- 0000- 3700- 4300- 512- 000- 000							
Check #	40295809			BatchId	AP12042025C	Check Date	12/04/25	PO#	P26-00030	Register # 001069
2025/26	11/20/25		Nurse Supplies	1VWT-JDJD-CJRP	12/01/25	Paid	Cleared	41.82		41.82
		2026	01- 0000- 0- 0000- 3140- 4300- 510- 000- 000							
Check #	40295809			BatchId	AP12042025C	Check Date	12/04/25	PO#		Register # 001069
Total Invoice Amount								1,157.09		

Selection Sorted by AP Check Order Option, Filtered by (Org = 912, Payment Method = N, Payment Type = N, On Hold? = Y, Starting Schedule Date = 12/1/2025, Ending Schedule Date = 12/31/2025, Page Break by Check/Advice? = N, Zero? = Y)

Scheduled 12/01/2025 - 12/29/2025							Bank Account COUNTY - COUNTY			
Fiscal Year	Invoice Date	Req #	Comment	Payment Id (Trans Batch Id)	Sched	Paymt Status	Check Status	Invoice Amount	Unpaid Sales Tax	Expense Amount
Direct Vendor		Amazon Capital Services Inc. (001210/1) PO Box 035184 Seattle, WA 98124-5184								
2025/26	12/09/25		Dual Enrollment Text Books	17MY-FYCQ-PG6V	12/10/25	Paid	Cleared	720.93		720.93
Check #	2026	01- 7339- 0- 1110- 1000- 4300- 512- 000- 000		Batchld	AP12172025	Check Date	12/17/25	PO#	Register #	001071
2025/26	12/09/25	R26-00163	Materials/Supplies for Chelsey	193Y-W399-LN79	12/10/25	Paid	Cleared	95.35		95.35
Check #	2026	01- 1100- 0- 0000- 2700- 4300- 512- 000- 000		Batchld	AP12172025	Check Date	12/17/25	PO# P26-00106	Register #	001071
2025/26	12/08/25	R26-00090	Office, Class & Sport Supplies	19XL-WJD7-7QDR	12/10/25	Paid	Cleared	34.32		34.32
	2026	01- 0000- 0- 0000- 7200- 4300- 510- 000- 000				34.32				
	2026	01- 0000- 0- 1110- 1000- 4300- 510- 000- 000								
	2026	01- 0000- 0- 1240- 4200- 4300- 512- 000- 000								
	2026	01- 0000- 0- 3800- 1000- 4300- 512- 000- 000								
	2026	01- 0000- 0- 6202- 1000- 4300- 512- 000- 000								
	2026	01- 1100- 0- 0000- 2700- 4300- 513- 000- 000								
	2026	01- 1100- 0- 1110- 1000- 4300- 513- 000- 000								
	2026	13- 5310- 0- 0000- 3700- 4300- 511- 000- 000								
Check #	2026	13- 5310- 0- 0000- 3700- 4300- 512- 000- 000		Batchld	AP12172025	Check Date	12/17/25	PO# P26-00030	Register #	001071
F	2025/26	12/10/25	R26-00170	H. Lemos Classroom	1FD1-MXTM-LYR6	12/11/25	Paid	Cleared	78.02	78.02
Check #	2026	01- 1100- 0- 1110- 1000- 4300- 511- 000- 000		Batchld	AP12172025	Check Date	12/17/25	PO# P26-00110	Register #	001071
2025/26	12/10/25	R26-00090	Office, Class & Sport Supplies	1FRM-N96V-H6W9	12/10/25	Paid	Cleared	40.74		40.74
	2026	01- 0000- 0- 0000- 7200- 4300- 510- 000- 000				40.74				
	2026	01- 0000- 0- 1110- 1000- 4300- 510- 000- 000								
	2026	01- 0000- 0- 1240- 4200- 4300- 512- 000- 000								
	2026	01- 0000- 0- 3800- 1000- 4300- 512- 000- 000								
	2026	01- 0000- 0- 6202- 1000- 4300- 512- 000- 000								
	2026	01- 1100- 0- 0000- 2700- 4300- 513- 000- 000								
	2026	01- 1100- 0- 1110- 1000- 4300- 513- 000- 000								
	2026	13- 5310- 0- 0000- 3700- 4300- 511- 000- 000								
Check #	2026	13- 5310- 0- 0000- 3700- 4300- 512- 000- 000		Batchld	AP12172025	Check Date	12/17/25	PO# P26-00030	Register #	001071

Selection Sorted by AP Check Order Option, Filtered by (Org = 912, Payment Method = N, Payment Type = N, On Hold? = Y, Starting Schedule Date = 12/1/2025, Ending Schedule Date = 12/31/2025, Page Break by Check/Advice? = N, Zero? = Y)

Scheduled 12/01/2025 - 12/29/2025

Bank Account COUNTY - COUNTY

Fiscal Year	Invoice Date	Req #	Comment	Payment Id (Trans Batch Id)	Sched	Paymt Status	Check Status	Invoice Amount	Unpaid Sales Tax	Expense Amount
AP Vendor			Amazon Capital Services Inc. (001210/1)		(continued)	(continued)				
2025/26	12/09/25	R26-00090	Office, Class & Sport Supplies	1JM1-TR7V--NGL1	12/10/25	Paid	Cleared	23.58		23.58
	2026	01- 0000- 0- 0000- 7200- 4300- 510- 000- 000								
	2026	01- 0000- 0- 1110- 1000- 4300- 510- 000- 000								
	2026	01- 0000- 0- 1240- 4200- 4300- 512- 000- 000								
	2026	01- 0000- 0- 3800- 1000- 4300- 512- 000- 000				23.58				
	2026	01- 0000- 0- 6202- 1000- 4300- 512- 000- 000								
	2026	01- 1100- 0- 0000- 2700- 4300- 513- 000- 000								
	2026	01- 1100- 0- 1110- 1000- 4300- 513- 000- 000								
	2026	13- 5310- 0- 0000- 3700- 4300- 511- 000- 000								
	2026	13- 5310- 0- 0000- 3700- 4300- 512- 000- 000								
Check #	40296363			BatchId	AP12172025	Check Date	12/17/25	PO# P26-00030	Register #	001071
F	2025/26	12/08/25	R26-00164	Flags and Supplies for LMHS	1KXJ-FGJ9-QVC9	12/10/25	Paid	Cleared	109.16	109.16
	2026	01- 1100- 0- 0000- 2700- 4300- 512- 000- 000								
Check #	40296363			BatchId	AP12172025	Check Date	12/17/25	PO# P26-00104	Register #	001071
2025/26	12/09/25	R26-00090	Office, Class & Sport Supplies	1LK3-FNJQ-MKJV	12/10/25	Paid	Cleared	113.45		113.45
	2026	01- 0000- 0- 0000- 7200- 4300- 510- 000- 000				113.45				
	2026	01- 0000- 0- 1110- 1000- 4300- 510- 000- 000								
	2026	01- 0000- 0- 1240- 4200- 4300- 512- 000- 000								
	2026	01- 0000- 0- 3800- 1000- 4300- 512- 000- 000								
	2026	01- 0000- 0- 6202- 1000- 4300- 512- 000- 000								
	2026	01- 1100- 0- 0000- 2700- 4300- 513- 000- 000								
	2026	01- 1100- 0- 1110- 1000- 4300- 513- 000- 000								
	2026	13- 5310- 0- 0000- 3700- 4300- 511- 000- 000								
	2026	13- 5310- 0- 0000- 3700- 4300- 512- 000- 000								
Check #	40296363			BatchId	AP12172025	Check Date	12/17/25	PO# P26-00030	Register #	001071
2025/26	12/05/25		PE Supplies	1RVF-M6V3-CCXK	12/10/25	Paid	Cleared	175.24		175.24
	2026	01- 1100- 0- 1240- 4200- 4300- 513- 000- 000								
Check #	40296363			BatchId	AP12172025	Check Date	12/17/25	PO#	Register #	001071
F	2025/26	12/09/25	R26-00158	PE Materials/Supplies	1TH6-FNC-N73K	12/10/25	Paid	Cleared	73.45	73.45
	2026	01- 1100- 0- 1110- 1000- 4300- 512- 000- 000								
Check #	40296363			BatchId	AP12172025	Check Date	12/17/25	PO# P26-00105	Register #	001071
F	2025/26	12/10/25	R26-00168	Sports	1YCT-1M4J-T4KT	12/11/25	Paid	Cleared	128.57	128.57
	2026	01- 1100- 0- 1240- 4200- 4300- 511- 000- 000								

Selection Sorted by AP Check Order Option, Filtered by (Org = 912, Payment Method = N, Payment Type = N, On Hold? = Y, Starting Schedule Date = 12/1/2025, Ending Schedule Date = 12/31/2025, Page Break by Check/Advice? = N, Zero? = Y)

Scheduled 12/01/2025 - 12/29/2025

Bank Account COUNTY - COUNTY

Fiscal Year	Invoice Date	Req #	Comment	Payment Id (Trans Batch Id)	Sched	Paymt Status	Check Status	Invoice Amount	Unpaid Sales Tax	Expense Amount
AP Vendor		Amazon Capital Services Inc. (001210/1)			(continued)		(continued)			
Check #	40296363			BatchId	AP12172025	Check Date 12/17/25		PO# P26-00109	Register # 001071	
Total Invoice Amount								1,592.81		
AP Vendor		Amazon Capital Services Inc. (001210/1) PO Box 035184 Seattle, WA 98124-5184								
2025/26	12/17/25	R26-00090	Office, Class & Sport Supplies	11LV-GX1G-DWKK	12/18/25	Paid	Cleared	153.31		153.31
		2026	01-0000-0-0000-7200-4300-510-000-000							
		2026	01-0000-0-1110-1000-4300-510-000-000							
		2026	01-0000-0-1240-4200-4300-512-000-000							
		2026	01-0000-0-3800-1000-4300-512-000-000							
		2026	01-0000-0-6202-1000-4300-512-000-000							
		2026	01-1100-0-0000-2700-4300-513-000-000							
		2026	01-1100-0-1110-1000-4300-513-000-000							
		2026	13-5310-0-0000-3700-4300-511-000-000							
		2026	13-5310-0-0000-3700-4300-512-000-000							
Check #	40296845			BatchId	AP12222025A	Check Date 12/22/25		PO# P26-00030	Register # 001072	
2025/26	12/15/25		Classroom Book	1GRJ-WVJJ-P7LY	12/18/25	Paid	Cleared	13.47		13.47
		2026	01-6300-0-1110-1000-4100-512-000-000							
Check #	40296845			BatchId	AP12222025A	Check Date 12/22/25		PO#	Register # 001072	
2025/26	12/11/25		Tech Supplies	1J1G-4JV7-PVWP	12/18/25	Paid	Cleared	28.93		28.93
		2026	01-6762-0-1110-1000-4300-510-000-000							
Check #	40296845			BatchId	AP12222025A	Check Date 12/22/25		PO#	Register # 001072	
2025/26	12/11/25		CTE Supplies	1KGX-C9DD-LWL6	12/18/25	Paid	Cleared	97.80		97.80
		2026	01-6387-0-3800-1000-4300-512-000-000							
Check #	40296845			BatchId	AP12222025A	Check Date 12/22/25		PO#	Register # 001072	
2025/26	12/18/25	R26-00090	Office, Class & Sport Supplies	1NFP-YMT4-6FL4	12/18/25	Paid	Cleared	44.06		44.06
		2026	01-0000-0-0000-7200-4300-510-000-000							
		2026	01-0000-0-1110-1000-4300-510-000-000							
		2026	01-0000-0-1240-4200-4300-512-000-000							
		2026	01-0000-0-3800-1000-4300-512-000-000							
		2026	01-0000-0-6202-1000-4300-512-000-000							
		2026	01-1100-0-0000-2700-4300-513-000-000							
		2026	01-1100-0-1110-1000-4300-513-000-000							
		2026	13-5310-0-0000-3700-4300-511-000-000							
		2026	13-5310-0-0000-3700-4300-512-000-000							

Selection Sorted by AP Check Order Option, Filtered by (Org = 912, Payment Method = N, Payment Type = N, On Hold? = Y, Starting Schedule Date = 12/1/2025, Ending Schedule Date = 12/31/2025, Page Break by Check/Advice? = N, Zero? = Y)

## Payment Register

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Scheduled 12/01/2025 - 12/29/2025

Bank Account COUNTY - COUNTY

Fiscal Year	Invoice Date	Req #	Comment	Payment Id (Trans Batch Id)	Sched	Paymt Status	Check Status	Invoice Amount	Unpaid Sales Tax	Expense Amount
Direct Vendor		AR Leadership Partners, LLC (001380/1)		(continued)						
2025/26	12/01/25		CTE Grant Development Services	1160	12/02/25	Paid	Cleared	450.00		450.00
2026	01- 6387- 0- 3800- 1000- 5800- 512- 000- 000									
Check #	40295810			BatchId	AP12042025C	Check Date	12/04/25	PO#		Register # 001069
Total Invoice Amount								450.00		
AP Vendor		AT & T (000025/4) PO BOX 5025 CAROL STREAM, IL 60197-5025								
2025/26	12/05/25	R26-00022	CALNET	0858382382-120525	12/10/25	Paid	Cleared	253.41		253.41
2026	01- 0000- 0- 0000- 2700- 5901- 510- 000- 000									
Check #	40296364			BatchId	AP12172025	Check Date	12/17/25	PO# B26-00003		Register # 001071
Total Invoice Amount								253.41		
AP Vendor		AT&T (000025/3) P.O BOX 9011 CAROL STREAM, IL 60197-9011								
2025/26	11/25/25	R26-00022	CALNET	000024417166	12/10/25	Paid	Cleared	63.48		63.48
2026	01- 0000- 0- 0000- 2700- 5901- 510- 000- 000									
Check #	40296365			BatchId	AP12172025	Check Date	12/17/25	PO# B26-00003		Register # 001071
2025/26	11/25/25	R26-00022	CALNET	000024417167	12/10/25	Paid	Cleared	94.42		94.42
2026	01- 0000- 0- 0000- 2700- 5901- 510- 000- 000									
Check #	40296365			BatchId	AP12172025	Check Date	12/17/25	PO# B26-00003		Register # 001071
2025/26	11/25/25	R26-00022	CALNET	000024417335	12/10/25	Paid	Cleared	590.43		590.43
2026	01- 0000- 0- 0000- 2700- 5901- 510- 000- 000									
Check #	40296365			BatchId	AP12172025	Check Date	12/17/25	PO# B26-00003		Register # 001071
2025/26	11/25/25	R26-00022	CALNET	000024417643	12/10/25	Paid	Cleared	162.37		162.37
2026	01- 0000- 0- 0000- 2700- 5901- 510- 000- 000									
Check #	40296365			BatchId	AP12172025	Check Date	12/17/25	PO# B26-00003		Register # 001071
2025/26	11/25/25	R26-00022	CALNET	000024418948	12/10/25	Paid	Cleared	32.51		32.51
2026	01- 0000- 0- 0000- 2700- 5901- 510- 000- 000									
Check #	40296365			BatchId	AP12172025	Check Date	12/17/25	PO# B26-00003		Register # 001071
Total Invoice Amount								943.21		

Selection Sorted by AP Check Order Option, Filtered by (Org = 912, Payment Method = N, Payment Type = N, On Hold? = Y, Starting Schedule Date = 12/1/2025, Ending Schedule Date = 12/31/2025, Page Break by Check/Advice? = N, Zero? = Y)



Scheduled 12/01/2025 - 12/29/2025

Bank Account COUNTY - COUNTY

Fiscal Year	Invoice Date	Req #	Comment	Payment Id (Trans Batch Id)	Sched	Paymt Status	Check Status	Invoice Amount	Unpaid Sales Tax	Expense Amount
AP Vendor		Aztec Container (001379/1) 2550 S Santa Fe Ave Vista, CA 92084								
F	2025/26	12/01/25	R26-00150	CTE Container	34845	12/10/25	Paid	Cleared	10,115.83	10,115.83
2026 01- 6388- 0- 6202- 1000- 6400- 512- 000- 000										
Check #	40296366	BatchId		AP12172025	Check Date 12/17/25		PO# P26-00087		Register # 001071	

Total Invoice Amount 10,115.83

Direct Vendor		Butte College Welding (001031/1) 3536 Butte Campus Drive Oroville, CA 95965								
	2025/26	10/23/25		ARC Exposure	ARC2025021	12/17/25	Paid	Cleared	625.00	625.00
2026 01- 6387- 0- 3800- 1000- 5800- 512- 000- 000										
Check #	40296847	BatchId		AP12222025A	Check Date 12/22/25		PO#		Register # 001072	

Total Invoice Amount 625.00

Direct Vendor		CALIFORNIA'S VALUED TRUST (000830/1) 520 EAST HERNDON AVENUE FRESNO, CA 93720								
	2025/26	12/01/25		Nov Pay Dec 25	NOV PAY DEC 25	12/01/25	Paid	Printed	83,484.71	83,484.71
2026 76- - - - -9513- - - 75,575.00										
2026 76- - - - -9552- - - 6,674.07										
2026 76- - - - -9553- - - 1,235.64										
ACH	VCH-00000021	BatchId		AP12042025-A	Check Date 12/04/25		PO#		Register # 001070	

Total Invoice Amount 83,484.71

Direct Vendor		CALIFORNIA'S VALUED TRUST (000830/1) 520 EAST HERNDON AVENUE FRESNO, CA 93720								
	2025/26	12/29/25		DEC PAY JAN 26	DEC PAY JAN 26	12/29/25	Paid	Printed	86,143.53	86,143.53
2026 76- - - - -9513- - - 77,955.00										
2026 76- - - - -9552- - - 6,910.33										
2026 76- - - - -9553- - - 1,278.20										
ACH	VCH-00000022	BatchId		AP01072026-D	Check Date 01/05/26		PO#		Register # 001073	

Total Invoice Amount 86,143.53

AP Vendor		Campora Propane (001056/1) P.O. Box 992424 Redding, CA 96099-2424								
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Selection Sorted by AP Check Order Option, Filtered by (Org = 912, Payment Method = N, Payment Type = N, On Hold? = Y, Starting Schedule Date = 12/1/2025, Ending Schedule Date = 12/31/2025, Page Break by Check/Advice? = N, Zero? = Y)

Scheduled 12/01/2025 - 12/29/2025							Bank Account COUNTY - COUNTY			
Fiscal Year	Invoice Date	Req #	Comment	Payment Id (Trans Batch Id)	Sched	Paymt Status	Check Status	Invoice Amount	Unpaid Sales Tax	Expense Amount
AP Vendor		Campora Propane (001056/1) (continued)								
2025/26	12/02/25	R26-00025	Propane Gas	11321970	12/17/25	Paid	Cleared	3,225.34		3,225.34
	2026	01- 0000- 0- 0000- 8100- 5504- 511- 000- 000								
	2026	01- 0000- 0- 0000- 8100- 5504- 512- 000- 000								
Check #	40296848			BatchId	AP12222025A	3,225.34	Check Date 12/22/25	PO# B26-00033	Register # 001072	
2025/26	12/05/25	R26-00025	Propane Gas	11378295	12/17/25	Paid	Cleared	1,889.12		1,889.12
	2026	01- 0000- 0- 0000- 8100- 5504- 511- 000- 000								
	2026	01- 0000- 0- 0000- 8100- 5504- 512- 000- 000								
Check #	40296848			BatchId	AP12222025A	1,889.12	Check Date 12/22/25	PO# B26-00033	Register # 001072	
Total Invoice Amount								5,114.46		
Direct Vendor		Christy White Associates (000997/1) 348 Olive Street San Diego, CA 92103								
2025/26	11/24/25		24-25 Audit Services	24371	12/01/25	Paid	Cleared	8,460.00		8,460.00
	2026	01- 0000- 0- 0000- 7190- 5802- 510- 000- 000								
Check #	40295813			BatchId	AP12042025C		Check Date 12/04/25	PO#	Register # 001069	
Total Invoice Amount								8,460.00		
AP Vendor		COASTAL BUSINESS SYSTEMS INC. (000474/2) P.O. BOX 660831 DALLAS, TX 75266-0831								
2025/26	12/15/25	R26-00026	COPIER SERVICES	40801810	12/17/25	Paid	Cleared	681.47		681.47
	2026	01- 0000- 0- 0000- 7200- 5600- 510- 000- 000								
Check #	40296849			BatchId	AP12222025A		Check Date 12/22/25	PO# B26-00025	Register # 001072	
Total Invoice Amount								681.47		
Direct Vendor		College Board (000981/2) PO Box 30171 New York, NY 10087-0171								
2025/26	11/13/25		LMHS SAT	N2510908011	12/01/25	Paid	Cleared	514.80		514.80
	2026	01- 0000- 0- 1110- 3160- 4300- 512- 000- 000								
Check #	40295815			BatchId	AP12042025C		Check Date 12/04/25	PO#	Register # 001069	
2025/26	11/13/25		LMHS PSAT/NMSQT	P2510908021	12/01/25	Paid	Cleared	196.56		196.56
	2026	01- 0000- 0- 1110- 3160- 4300- 512- 000- 000								
Check #	40295815			BatchId	AP12042025C		Check Date 12/04/25	PO#	Register # 001069	
Total Invoice Amount								711.36		
Selection	Sorted by AP Check Order Option, Filtered by (Org = 912, Payment Method = N, Payment Type = N, On Hold? = Y, Starting Schedule Date = 12/1/2025, Ending Schedule Date = 12/31/2025, Page Break by Check/Advice? = N, Zero? = Y)								ERP for California	
										Page 10 of 41

Scheduled 12/01/2025 - 12/29/2025

Bank Account COUNTY - COUNTY

Fiscal Year	Invoice Date	Req #	Comment	Payment Id (Trans Batch Id)	Sched	Paymt Status	Check Status	Invoice Amount	Unpaid Sales Tax	Expense Amount
AP Vendor		Day Wireless Systems Inside Sales Division (000085/2) 5811 SE International Way Suite 100 Milwaukie, OR 97222								
F	2025/26	11/25/25	R26-00162	CTE Radio	INV900043	12/10/25	Paid	Printed	974.50	974.50
		2026 01- 6387- 0- 3800- 1000- 4300- 512- 000- 000								
Check #	40296367				BatchId	AP12172025	Check Date	12/17/25	PO# P26-00101	Register # 001071
Total Invoice Amount									974.50	
Direct Vendor		DUDLEYS' EXCAVATING, INC (000090/2) P.O. BOX 901 GERBER, CA 96035								
	2025/26	11/20/25		LMHS Animal Barn Sewer Pump	9400	12/01/25	Paid	Cleared	1,760.00	1,760.00
		2026 01- 6388- 0- 6202- 1000- 4300- 512- 000- 000								
Check #	40295816				BatchId	AP12042025C	Check Date	12/04/25	PO#	Register # 001069
Total Invoice Amount									1,760.00	
Direct Vendor		Envoy (000099/5) PO Box 2799 Fort Walton Beach, FL 32549								
	2025/26	11/19/25		Admin & Compliance Services	DP26-00188	12/01/25	Paid	Cleared	19.20	19.20
		2026 76- - - - 9519- - -								
Check #	40295817				BatchId	AP12042025C	Check Date	12/04/25	PO#	Register # 001069
Total Invoice Amount									19.20	
AP Vendor		Essex Solar, Heating and Air (001110/1) PO Box 493668 Redding, CA 96049-3668								
	2025/26	12/05/25	R26-00030	Quarterly Service & Misc. Repairs	4556	12/10/25	Paid	Printed	170.00	170.00
		2026 01- 8100- 0- 0000- 8100- 5600- 510- 000- 000								
Check #	40296368				BatchId	AP12172025	Check Date	12/17/25	PO# B26-00006	Register # 001071
	2025/26	12/08/25	R26-00030	Quarterly Service & Misc. Repairs	4557	12/10/25	Paid	Printed	975.00	975.00
		2026 01- 8100- 0- 0000- 8100- 5600- 510- 000- 000								
Check #	40296368				BatchId	AP12172025	Check Date	12/17/25	PO# B26-00006	Register # 001071

Selection Sorted by AP Check Order Option, Filtered by (Org = 912, Payment Method = N, Payment Type = N, On Hold? = Y, Starting Schedule Date = 12/1/2025, Ending Schedule Date = 12/31/2025, Page Break by Check/Advice? = N, Zero? = Y)

Scheduled 12/01/2025 - 12/29/2025

Bank Account COUNTY - COUNTY

Fiscal Year	Invoice Date	Req #	Comment	Payment Id (Trans Batch Id)	Sched	Paymt Status	Check Status	Invoice Amount	Unpaid Sales Tax	Expense Amount
AP Vendor			Essex Solar, Heating and Air (001110/1)		(continued)		(continued)			
2025/26	12/09/25	R26-00030	Quarterly Service & Misc. Repairs	4559	12/10/25	Paid	Printed	445.00		445.00
2026 01- 8100- 0- 0000- 8100- 5600- 510- 000- 000										
Check #	40296368			BatchId	AP12172025	Check Date 12/17/25		PO# B26-00006	Register # 001071	
Total Invoice Amount								1,590.00		
Direct Vendor			Ewing Irrigation (000911/2) PO Box 208728 Dallas, TX 75320-8728							
2025/26	12/01/25		CTE Supplies	28527836	12/10/25	Paid	Cleared	893.99		893.99
2026 01- 6387- 0- 3800- 1000- 4300- 512- 000- 000										
Check #	40296369			BatchId	AP12172025	Check Date 12/17/25		PO#	Register # 001071	
Total Invoice Amount								893.99		
AP Vendor			Ewing Irrigation (000911/2) PO Box 208728 Dallas, TX 75320-8728							
2025/26	12/04/25	R26-00031	Maintenance Supplies	28564990	12/17/25	Paid	Cleared	676.58		676.58
2026 01- 8100- 0- 0000- 8100- 4300- 510- 000- 000										
Check #	40296850			BatchId	AP12222025A	Check Date 12/22/25		PO# B26-00007	Register # 001072	
Total Invoice Amount								676.58		
AP Vendor			FGL, INC. (000103/1) 853 Corporation St. Santa Paula, CA 93060							
2025/26	12/16/25	R26-00032	Vina Water Testing	591798A	12/17/25	Paid	Printed	119.40		119.40
2026 01- 8100- 0- 0000- 8100- 5800- 513- 000- 000										
Check #	40296851			BatchId	AP12222025A	Check Date 12/22/25		PO# B26-00027	Register # 001072	
Total Invoice Amount								119.40		
AP Vendor			Flora Fresh Inc. (000106/1) 1127 Fee Drive Sacramento, CA 95815							
2025/26	12/03/25	R26-00033	Floral Dept. Supplies	1457559	12/10/25	Paid	Cleared	515.87		515.87
2026 01- 6387- 0- 3800- 1000- 4300- 512- 000- 000							343.91			
2026 01- 6388- 0- 6202- 1000- 4300- 512- 000- 000							171.96			
Check #	40296370			BatchId	AP12172025	Check Date 12/17/25		PO# B26-00034	Register # 001071	

Selection Sorted by AP Check Order Option, Filtered by (Org = 912, Payment Method = N, Payment Type = N, On Hold? = Y, Starting Schedule Date = 12/1/2025, Ending Schedule Date = 12/31/2025, Page Break by Check/Advice? = N, Zero? = Y)

Scheduled 12/01/2025 - 12/29/2025

Bank Account COUNTY - COUNTY

Fiscal Year	Invoice Date	Req #	Comment	Payment Id (Trans Batch Id)	Sched	Paymt Status	Check Status	Invoice Amount	Unpaid Sales Tax	Expense Amount
Total Invoice Amount								515.87		
AP Vendor		Flora Fresh Inc. (000106/1) 1127 Fee Drive Sacramento, CA 95815								
2025/26	12/17/25	R26-00033	Floral Dept. Supplies	1459647	12/17/25	Paid	Cleared	496.30		496.30
	2026	01- 6387- 0- 3800- 1000- 4300- 512- 000- 000				330.87				
	2026	01- 6388- 0- 6202- 1000- 4300- 512- 000- 000				165.43				
Check #	40296852			BatchId	AP12222025A	Check Date	12/22/25	PO# B26-00034	Register #	001072
Total Invoice Amount								496.30		
AP Vendor		Gager Distributing (000108/1) 2575 Highway 32 Chico, CA 95926								
2025/26	12/03/25	R26-00035	Kitchen Supplies	146641	12/10/25	Paid	Cleared	84.21		84.21
	2026	13- 5310- 0- 0000- 3700- 4300- 511- 000- 000				42.10				
	2026	13- 5310- 0- 0000- 3700- 4300- 512- 000- 000				42.11				
Check #	40296371			BatchId	AP12172025	Check Date	12/17/25	PO# B26-00036	Register #	001071
Total Invoice Amount								84.21		
Direct Vendor		Gaynor Telesystems Inc (000110/1) 9650 Tanqueray Court Redding, CA 96003								
2025/26	10/31/25		NEC Software Assurance 3/26-3/30	SWA3582 26-30	12/01/25	Paid	Cleared	4,000.00		4,000.00
	2026	01- 0000- 0- 0000- 7200- 5901- 510- 000- 000								
Check #	40295820			BatchId	AP12042025C	Check Date	12/04/25	PO#	Register #	001069
Total Invoice Amount								4,000.00		
Direct Vendor		Gaynor Telesystems Inc (000110/1) 9650 Tanqueray Court Redding, CA 96003								
2025/26	11/28/25		District Office Phone Line Repair	INV000046952	12/10/25	Paid	Cleared	145.00		145.00
	2026	01- 0000- 0- 0000- 7200- 5600- 510- 000- 000								
Check #	40296372			BatchId	AP12172025	Check Date	12/17/25	PO#	Register #	001071
Total Invoice Amount								145.00		

Selection Sorted by AP Check Order Option, Filtered by (Org = 912, Payment Method = N, Payment Type = N, On Hold? = Y, Starting Schedule Date = 12/1/2025, Ending Schedule Date = 12/31/2025, Page Break by Check/Advice? = N, Zero? = Y)

Scheduled 12/01/2025 - 12/29/2025

Bank Account COUNTY - COUNTY

Fiscal Year	Invoice Date	Req #	Comment	Payment Id (Trans Batch Id)	Sched	Paymt Status	Check Status	Invoice Amount	Unpaid Sales Tax	Expense Amount
AP Vendor		Gold Star Foods, Inc (001370/2) PO Box 849443 Los Angeles, CA 90084								
2025/26	12/04/25	R26-00089	Food and Cafeteria Supplies	9718109	12/10/25	Paid	Cleared	390.12		390.12
	2026	01- 2600- 0- 0000- 3700- 4700- 511- 000- 000								
	2026	13- 5310- 0- 0000- 3700- 4300- 511- 000- 000								
	2026	13- 5310- 0- 0000- 3700- 4300- 512- 000- 000								
	2026	13- 5310- 0- 0000- 3700- 4700- 511- 000- 000								
	2026	13- 5310- 0- 0000- 3700- 4700- 512- 000- 000								
Check #	40296373			BatchId	AP12172025	Check Date	12/17/25	PO# B26-00052	Register #	001071
2025/26	12/04/25	R26-00089	Food and Cafeteria Supplies	9718153	12/10/25	Paid	Cleared	810.57		810.57
	2026	01- 2600- 0- 0000- 3700- 4700- 511- 000- 000								
	2026	13- 5310- 0- 0000- 3700- 4300- 511- 000- 000								
	2026	13- 5310- 0- 0000- 3700- 4300- 512- 000- 000								
	2026	13- 5310- 0- 0000- 3700- 4700- 511- 000- 000								
	2026	13- 5310- 0- 0000- 3700- 4700- 512- 000- 000								
Check #	40296373			BatchId	AP12172025	Check Date	12/17/25	PO# B26-00052	Register #	001071
Total Invoice Amount								1,200.69		
AP Vendor		Gold Star Foods, Inc (001370/2) PO Box 849443 Los Angeles, CA 90084								
2025/26	12/11/25	R26-00089	Food and Cafeteria Supplies	9718110	12/18/25	Paid	Cleared	218.15		218.15
	2026	01- 2600- 0- 0000- 3700- 4700- 511- 000- 000								
	2026	13- 5310- 0- 0000- 3700- 4300- 511- 000- 000								
	2026	13- 5310- 0- 0000- 3700- 4300- 512- 000- 000								
	2026	13- 5310- 0- 0000- 3700- 4700- 511- 000- 000								
	2026	13- 5310- 0- 0000- 3700- 4700- 512- 000- 000								
Check #	40296853			BatchId	AP12222025A	Check Date	12/22/25	PO# B26-00052	Register #	001072
2025/26	12/11/25	R26-00089	Food and Cafeteria Supplies	9753921	12/18/25	Paid	Cleared	863.74		863.74
	2026	01- 2600- 0- 0000- 3700- 4700- 511- 000- 000								
	2026	13- 5310- 0- 0000- 3700- 4300- 511- 000- 000								
	2026	13- 5310- 0- 0000- 3700- 4300- 512- 000- 000								
	2026	13- 5310- 0- 0000- 3700- 4700- 511- 000- 000								
	2026	13- 5310- 0- 0000- 3700- 4700- 512- 000- 000								
		330.57								
		533.17								

Selection Sorted by AP Check Order Option, Filtered by (Org = 912, Payment Method = N, Payment Type = N, On Hold? = Y, Starting Schedule Date = 12/1/2025, Ending Schedule Date = 12/31/2025, Page Break by Check/Advice? = N, Zero? = Y)

Scheduled 12/01/2025 - 12/29/2025

Bank Account COUNTY - COUNTY

Fiscal Year	Invoice Date	Req #	Comment	Payment Id (Trans Batch Id)	Sched	Paymt Status	Check Status	Invoice Amount	Unpaid Sales Tax	Expense Amount
AP Vendor			Gold Star Foods, Inc (001370/2)		(continued)		(continued)			
Check #	40296853			BatchId	AP12222025A	Check Date	12/22/25	PO# B26-00052	Register #	001072
2025/26	12/11/25	R26-00089	Food and Cafeteria Supplies	9753932	12/18/25	Paid	Cleared	1,020.22		1,020.22
	2026	01- 2600- 0- 0000- 3700- 4700- 511- 000- 000								
	2026	13- 5310- 0- 0000- 3700- 4300- 511- 000- 000				25.56				
	2026	13- 5310- 0- 0000- 3700- 4300- 512- 000- 000								
	2026	13- 5310- 0- 0000- 3700- 4700- 511- 000- 000				994.66				
	2026	13- 5310- 0- 0000- 3700- 4700- 512- 000- 000								
Check #	40296853			BatchId	AP12222025A	Check Date	12/22/25	PO# B26-00052	Register #	001072
Total Invoice Amount								2,102.11		

AP Vendor			Green Waste Of Tehama (000118/4) PO Box 7428 Pasadena, CA 91109-7428							
2025/26	12/01/25	R26-00071	Garbage & Recycling Service	1784112U018	12/02/25	Paid	Cleared	1,060.53		1,060.53
	2026	01- 0000- 0- 0000- 8100- 5506- 511- 000- 000								
	2026	01- 0000- 0- 0000- 8100- 5506- 512- 000- 000				1,060.53				
	2026	01- 0000- 0- 0000- 8100- 5506- 513- 000- 000								
Check #	40295822			BatchId	AP12042025C	Check Date	12/04/25	PO# B26-00044	Register #	001069
2025/26	12/01/25	R26-00071	Garbage & Recycling Service	1784339U018	12/02/25	Paid	Cleared	486.43		486.43
	2026	01- 0000- 0- 0000- 8100- 5506- 511- 000- 000								
	2026	01- 0000- 0- 0000- 8100- 5506- 512- 000- 000								
	2026	01- 0000- 0- 0000- 8100- 5506- 513- 000- 000				486.43				
Check #	40295822			BatchId	AP12042025C	Check Date	12/04/25	PO# B26-00044	Register #	001069
2025/26	12/01/25	R26-00071	Garbage & Recycling Service	1784366U018	12/02/25	Paid	Cleared	1,060.53		1,060.53
	2026	01- 0000- 0- 0000- 8100- 5506- 511- 000- 000								
	2026	01- 0000- 0- 0000- 8100- 5506- 512- 000- 000				1,060.53				
	2026	01- 0000- 0- 0000- 8100- 5506- 513- 000- 000								
Check #	40295822			BatchId	AP12042025C	Check Date	12/04/25	PO# B26-00044	Register #	001069
Total Invoice Amount								2,607.49		

Direct Vendor			Hayden Fire Protection, Inc (000303/2) 2515 Zanella Way, Ste. 5 Chico, CA 95928							
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Selection Sorted by AP Check Order Option, Filtered by (Org = 912, Payment Method = N, Payment Type = N, On Hold? = Y, Starting Schedule Date = 12/1/2025, Ending Schedule Date = 12/31/2025, Page Break by Check/Advice? = N, Zero? = Y)

Scheduled 12/01/2025 - 12/29/2025							Bank Account COUNTY - COUNTY			
Fiscal Year	Invoice Date	Req #	Comment	Payment Id (Trans Batch Id)	Sched	Paymt Status	Check Status	Invoice Amount	Unpaid Sales Tax	Expense Amount
Direct Vendor		Hayden Fire Protection, Inc (000303/2)			(continued)					
2025/26	11/24/25		DO Annual Fire Ext. Inspection	211630	12/10/25	Paid	Cleared	411.01		411.01
Check #	2026 40296374	01- 8100- 0- 0000- 8100- 5800- 510- 000- 000		BatchId	AP12172025	Check Date	12/17/25	PO#	Register #	001071
2025/26	11/24/25		Vina Annual Fire Ext. Inspection	211631	12/10/25	Paid	Cleared	486.03		486.03
Check #	2026 40296374	01- 8100- 0- 0000- 8100- 5800- 510- 000- 000		BatchId	AP12172025	Check Date	12/17/25	PO#	Register #	001071
2025/26	11/24/25		LMHS Annual Fire Ext. Inspection	211632	12/10/25	Paid	Cleared	527.18		527.18
Check #	2026 40296374	01- 8100- 0- 0000- 8100- 5800- 510- 000- 000		BatchId	AP12172025	Check Date	12/17/25	PO#	Register #	001071
2025/26	11/24/25		LMHS Annual Fire Ext. Inspection	211633	12/10/25	Paid	Cleared	203.50		203.50
Check #	2026 40296374	01- 8100- 0- 0000- 8100- 5800- 510- 000- 000		BatchId	AP12172025	Check Date	12/17/25	PO#	Register #	001071
2025/26	11/25/25		LMHS Fire System Service	211635	12/10/25	Paid	Cleared	170.05		170.05
Check #	2026 40296374	01- 8100- 0- 0000- 8100- 5800- 510- 000- 000		BatchId	AP12172025	Check Date	12/17/25	PO#	Register #	001071
2025/26	11/25/25		Vina Annual Fire Sprinkler Inspection	211636	12/10/25	Paid	Cleared	303.63		303.63
Check #	2026 40296374	01- 8100- 0- 0000- 8100- 5800- 510- 000- 000		BatchId	AP12172025	Check Date	12/17/25	PO#	Register #	001071
Total Invoice Amount								2,101.40		
AP Vendor		HD Supply (000128/4) PO Box 742440 Los Angeles, CA 90074-2440								
2025/26	12/20/25	R26-00013	Maintenance/Custodial Supplies	9243267386	12/01/25	Paid	Cleared	2,190.43		2,190.43
		2026 01- 0000- 0- 0000- 8100- 4300- 510- 000- 000				2,190.43				
Check #	2026 40295823	01- 8100- 0- 0000- 8100- 4300- 510- 000- 000		BatchId	AP12042025C	Check Date	12/04/25	PO# B26-00001	Register #	001069
Total Invoice Amount								2,190.43		
Selection	Sorted by AP Check Order Option, Filtered by (Org = 912, Payment Method = N, Payment Type = N, On Hold? = Y, Starting Schedule Date = 12/1/2025, Ending Schedule Date = 12/31/2025, Page Break by Check/Advice? = N, Zero? = Y)								ERP for California	
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Scheduled 12/01/2025 - 12/29/2025								Bank Account COUNTY - COUNTY		
Fiscal Year	Invoice Date	Req #	Comment	Payment Id (Trans Batch Id)	Sched	Paymt Status	Check Status	Invoice Amount	Unpaid Sales Tax	Expense Amount
Direct Employee		JONES, CARLY A (000565) 8150 Sherwood Blvd. Los Molinos, CA 96055-9757								
2025/26	12/01/25		Mileage Reimbursement	EP26-00025	12/01/25	Paid	Printed	107.10		107.10
2026 01- 0000- 0- 0000- 2700- 5200- 511- 000- 000										
Check #	40295824			BatchId	AP12042025C	Check Date	12/04/25	PO#		Register # 001069
Total Invoice Amount								107.10		
Direct Payment		Kelly Barton (Kelly Barto) 24660 Tehama Vina RD. Space 3 Los Molinos, CA 96055								
2025/26	12/17/25		Mileage Reimbursement - Student Transportation	DP26-00288	12/17/25	Paid	Cleared	406.40		406.40
2026 01- 0000- 0- 0000- 3600- 5800- 510- 000- 000										
Check #	40296854			BatchId	AP12222025A	Check Date	12/22/25	PO#		Register # 001072
Total Invoice Amount								406.40		
AP Vendor		Leo's Tire & Alignment Center (001348/1) 1723 Solano St. Corning, CA 96021								
2025/26	12/08/25	R26-00068	Maintenance Services	0032531	12/10/25	Paid	Cleared	81.89		81.89
2026 01- 8100- 0- 0000- 8100- 5800- 510- 000- 000										
Check #	40296375			BatchId	AP12172025	Check Date	12/17/25	PO# B26-00024		Register # 001071
Total Invoice Amount								81.89		
AP Vendor		Leo's Tire & Alignment Center (001348/1) 1723 Solano St. Corning, CA 96021								
2025/26	12/16/25	R26-00068	Maintenance Services	0032594	12/17/25	Paid	Cleared	506.03		506.03
2026 01- 8100- 0- 0000- 8100- 5800- 510- 000- 000										
Check #	40296855			BatchId	AP12222025A	Check Date	12/22/25	PO# B26-00024		Register # 001072
Total Invoice Amount								506.03		
Selection Sorted by AP Check Order Option, Filtered by (Org = 912, Payment Method = N, Payment Type = N, On Hold? = Y, Starting Schedule Date = 12/1/2025, Ending Schedule Date = 12/31/2025, Page Break by Check/Advice? = N, Zero? = Y)									ERP for California	
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Fiscal Year	Invoice Date	Req #	Comment	Payment Id (Trans Batch Id)	Sched	Paymt Status	Check Status	Invoice Amount	Unpaid Sales Tax	Expense Amount
AP Vendor		Los Molinos Ace Hardware (000151/1) P.O. Box 858 Los Molinos, CA 96055								
2025/26	11/30/25	R26-00038	Maint & Cust Hardware Purchases	113025	12/10/25	Paid	Cleared	321.75		321.75
	2026	01- 0000- 0- 0000- 2700- 5904- 510- 000- 000								
	2026	01- 0000- 0- 0000- 3600- 4300- 510- 000- 000								
	2026	01- 0000- 0- 0000- 8100- 4300- 510- 000- 000				114.40				
	2026	01- 8100- 0- 0000- 8100- 4300- 510- 000- 000				207.35				
Check #	40296376			BatchId	AP12172025	Check Date	12/17/25	PO# B26-00028	Register #	001071
Total Invoice Amount								321.75		
AP Vendor		Los Molinos Community Services (000150/1) PO Box 9 Los Molinos, CA 96055								
2025/26	11/30/25	R26-00039	WATER SERVICES	113025LMES	12/10/25	Paid	Cleared	482.40		482.40
	2026	01- 0000- 0- 0000- 8100- 5502- 511- 000- 000				482.40				
	2026	01- 0000- 0- 0000- 8100- 5502- 512- 000- 000								
Check #	40296377			BatchId	AP12172025	Check Date	12/17/25	PO# B26-00048	Register #	001071
2025/26	11/30/25	R26-00039	WATER SERVICES	113025LMHS	12/10/25	Paid	Cleared	391.79		391.79
	2026	01- 0000- 0- 0000- 8100- 5502- 511- 000- 000								
	2026	01- 0000- 0- 0000- 8100- 5502- 512- 000- 000				391.79				
Check #	40296377			BatchId	AP12172025	Check Date	12/17/25	PO# B26-00048	Register #	001071
Total Invoice Amount								874.19		
Direct Vendor		Los Molinos High School (000152/1) 7900 Sherwood Blv. Los Molinos, CA 96055								
2025/26	11/20/25		Board Meeting Supplies	112025	12/02/25	Paid	Cleared	350.00		350.00
	2026	01- 0000- 0- 3800- 7100- 4300- 510- 000- 000								
Check #	40295825			BatchId	AP12042025C	Check Date	12/04/25	PO#	Register #	001069
2025/26	12/01/25		LMHS ASB Checks	DP26-00187	12/01/25	Paid	Cleared	104.87		104.87
	2026	01- 0000- 0- 0000- 7200- 4300- 510- 000- 000								
Check #	40295825			BatchId	AP12042025C	Check Date	12/04/25	PO#	Register #	001069
Total Invoice Amount								454.87		

Scheduled 12/01/2025 - 12/29/2025

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Fiscal Year	Invoice Date	Req #	Comment	Payment Id (Trans Batch Id)	Sched	Paymt Status	Check Status	Invoice Amount	Unpaid Sales Tax	Expense Amount
Direct Vendor		Los Molinos Sch Dist Revolving (000154/1) 7851 Highway 99e Los Molinos, CA 96055								
2025/26	12/01/25		LME Student Incentive Supplies	5836	12/01/25	Paid	Cleared	264.00		264.00
		2026 01- 0000- 0- 1110- 1000- 4300- 510- 000- 000								
Check #	40295826			BatchId	AP12042025C	Check Date	12/04/25	PO#		Register # 001069
Total Invoice Amount								264.00		
Direct Vendor		Los Molinos Sch Dist Revolving (000154/1) 7851 Highway 99e Los Molinos, CA 96055								
2025/26	12/16/25		Mileage Reimbursement - Student Transportation	5837	12/17/25	Paid	Printed	537.60		537.60
		2026 01- 0000- 0- 0000- 3600- 5800- 510- 000- 000								
Check #	40296856			BatchId	AP12222025A	Check Date	12/22/25	PO#		Register # 001072
Total Invoice Amount								537.60		
Direct Vendor		Mas Amor Mexican Food (001386/1) 300 Broadway St. Chico, CA 95928								
2025/26	10/06/25		Student Incentive Supplies	22	12/01/25	Paid	Cleared	1,050.00		1,050.00
		2026 01- 0000- 0- 1110- 1000- 4300- 510- 000- 000								
Check #	40295827			BatchId	AP12042025C	Check Date	12/04/25	PO#		Register # 001069
Total Invoice Amount								1,050.00		
AP Vendor		MJB Welding Supply, Inc (000166/1) P.O. Box 2166 Chico, CA 95927								
2025/26	11/30/25	R26-00072	Welding Cylinders & Supplies	0001550088	12/01/25	Paid	Cleared	147.60		147.60
		2026 01- 0000- 0- 6210- 1000- 4300- 512- 000- 000								
		2026 01- 0000- 0- 6210- 1000- 5600- 512- 000- 000								
Check #	40295828			BatchId	AP12042025C	Check Date	12/04/25	PO# B26-00045		Register # 001069
2025/26	12/01/25	R26-00072	Welding Cylinders & Supplies	0001550629	12/02/25	Paid	Cleared	442.61		442.61
		2026 01- 0000- 0- 6210- 1000- 4300- 512- 000- 000								
Selection	Sorted by AP Check Order Option, Filtered by (Org = 912, Payment Method = N, Payment Type = N, On Hold? = Y, Starting Schedule Date = 12/1/2025, Ending Schedule Date = 12/31/2025, Page Break by Check/Advice? = N, Zero? = Y)								ERP for California	
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Bank Account COUNTY - COUNTY

Fiscal Year	Invoice Date	Req #	Comment	Payment Id (Trans Batch Id)	Sched	Paymt Status	Check Status	Invoice Amount	Unpaid Sales Tax	Expense Amount
AP Vendor		MJB Welding Supply, Inc (000166/1)			(continued)		(continued)			
2025/26	12/01/25	R26-00072	Welding Cylinders & Supplies	0001550629 (continued)	12/02/25	Paid	Cleared	(continued)		
2026 01- 0000- 0- 6210- 1000- 5600- 512- 000- 000						442.61				
Check #	40295828			BatchId	AP12042025C	Check Date	12/04/25	PO# B26-00045	Register # 001069	
Total Invoice Amount								590.21		
Direct Vendor		Molino Masonic Hall (001388/1) 25020 Tehama Vina Rd Los Molinos, CA 96055								
2025/26	12/25/25		Facility Rental	12225	12/02/25	Paid	Cleared	600.00		600.00
2026 01- 0000- 0- 0000- 7200- 5600- 510- 000- 000										
Check #	40295829			BatchId	AP12042025C	Check Date	12/04/25	PO#	Register # 001069	
Total Invoice Amount								600.00		
Direct Vendor		Nance Corp (001238/1) 614 Walnut St Red Bluff, CA 96080								
2025/26	12/03/25		Suburban Smog	0167479	12/10/25	Paid	Cleared	49.88		49.88
2026 01- 8100- 0- 0000- 8100- 5800- 510- 000- 000										
Check #	40296378			BatchId	AP12172025	Check Date	12/17/25	PO#	Register # 001071	
Total Invoice Amount								49.88		
AP Vendor		Napa Auto Parts Olive City Auto Parts, Inc. (000171/1) 2026 Solano Street Corning, CA 96021								
2025/26	12/10/25	R26-00069	Maintenance Services	622337	12/10/25	Paid	Cleared	18.68		18.68
2026 01- 8100- 0- 0000- 8100- 4300- 510- 000- 000										
Check #	40296379			BatchId	AP12172025	Check Date	12/17/25	PO# P26-00019	Register # 001071	
Total Invoice Amount								18.68		
Direct Vendor		Nor Cal Food Equipment (000176/1) 172 Commercial Avenue Chico, CA 95973								
2025/26	11/24/25		LMHS Refrigerator Service	RA548028	12/01/25	Paid	Cleared	945.85		945.85
2026 01- 8100- 0- 0000- 8100- 5600- 512- 000- 000										

Selection Sorted by AP Check Order Option, Filtered by (Org = 912, Payment Method = N, Payment Type = N, On Hold? = Y, Starting Schedule Date = 12/1/2025, Ending Schedule Date = 12/31/2025, Page Break by Check/Advice? = N, Zero? = Y)

Scheduled 12/01/2025 - 12/29/2025

Bank Account COUNTY - COUNTY

Fiscal Year	Invoice Date	Req #	Comment	Payment Id (Trans Batch Id)	Sched	Paymt Status	Check Status	Invoice Amount	Unpaid Sales Tax	Expense Amount
Direct Vendor		Nor Cal Food Equipment (000176/1)			(continued)					
Check #	40295830			BatchId	AP12042025C	Check Date 12/04/25	PO#		Register #	001069
Total Invoice Amount								945.85		
Direct Vendor		North State Blinds & Draperies (000297/1) 1256 Franklin Street Red Bluff, CA 96080								
2025/26	12/09/25		Ag Classroom Draperies	1012-0925Z	12/10/25	Paid	Cleared	2,980.00		2,980.00
2026		01- 6387- 0- 3800- 1000- 4300- 512- 000- 000								
Check #	40296380			BatchId	AP12172025	Check Date 12/17/25	PO#		Register #	001071
Total Invoice Amount								2,980.00		
Direct Employee		Ochs, Maci M (000545) 8095 Sherwood Blvd. Los Molinos, CA 96055								
2025/26	12/01/25		Mileage Reimbursement	EP26-00026	12/01/25	Paid	Cleared	13.72		13.72
2026		01- 0000- 0- 0000- 3140- 5200- 510- 000- 000								
Check #	40295831			BatchId	AP12042025C	Check Date 12/04/25	PO#		Register #	001069
Total Invoice Amount								13.72		
Direct Employee		Ochs, Rachel L (000352) 8095 Sherwood Blvd. Los Molinos, CA 96055								
2025/26	12/17/25		Mileage Reimbursement	EP26-00027	12/17/25	Paid	Cleared	44.80		44.80
2026		01- 0000- 0- 0000- 2700- 5200- 510- 000- 000								
Check #	40296857			BatchId	AP12222025A	Check Date 12/22/25	PO#		Register #	001072
Total Invoice Amount								44.80		
AP Vendor		ODP Business Solutions, LLC (000183/3) PO BOX 29248 Phoenix, AZ 85038-9248								
2025/26	11/19/25	R26-00049	Vina Classroom and Office Supplies for 2025-26	442980326005	12/01/25	Paid	Cleared	5.58		5.58
2026		01- 1100- 0- 0000- 2700- 4300- 513- 000- 000								
2026		01- 1100- 0- 1110- 1000- 4300- 513- 000- 000								
Check #	40295832			BatchId	AP12042025C	Check Date 12/04/25	PO# B26-00012		Register #	001069
Total Invoice Amount								5.58		
Selection	Sorted by AP Check Order Option, Filtered by (Org = 912, Payment Method = N, Payment Type = N, On Hold? = Y, Starting Schedule Date = 12/1/2025, Ending Schedule Date = 12/31/2025, Page Break by Check/Advice? = N, Zero? = Y)								ERP for California	
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Bank Account COUNTY - COUNTY

Fiscal Year	Invoice Date	Req #	Comment	Payment Id (Trans Batch Id)	Sched	Paymt Status	Check Status	Invoice Amount	Unpaid Sales Tax	Expense Amount
AP Vendor		ODP Business Solutions, LLC (000183/3)			(continued)		(continued)			
2025/26	11/19/25	R26-00049	Vina Classroom and Office Supplies for 2025-26	448339614001	12/01/25	Paid	Cleared	42.95		42.95
		2026 01- 1100- 0- 0000- 2700- 4300- 513- 000- 000				42.95				
		2026 01- 1100- 0- 1110- 1000- 4300- 513- 000- 000								
Check #	40295832			BatchId	AP12042025C	Check Date	12/04/25	PO# B26-00012	Register #	001069
2025/26	11/19/25	R26-00049	Vina Classroom and Office Supplies for 2025-26	448935562001	12/01/25	Paid	Cleared	9.42		9.42
		2026 01- 1100- 0- 0000- 2700- 4300- 513- 000- 000				9.42				
		2026 01- 1100- 0- 1110- 1000- 4300- 513- 000- 000								
Check #	40295832			BatchId	AP12042025C	Check Date	12/04/25	PO# B26-00012	Register #	001069
2025/26	11/19/25	R26-00049	Vina Classroom and Office Supplies for 2025-26	448935563001	12/01/25	Paid	Cleared	8.04		8.04
		2026 01- 1100- 0- 0000- 2700- 4300- 513- 000- 000				8.04				
		2026 01- 1100- 0- 1110- 1000- 4300- 513- 000- 000								
Check #	40295832			BatchId	AP12042025C	Check Date	12/04/25	PO# B26-00012	Register #	001069
Total Invoice Amount								65.99		
AP Vendor		ODP Business Solutions, LLC (000183/3) PO BOX 29248 Phoenix, AZ 85038-9248								
2025/26	11/19/25	R26-00049	Vina Classroom and Office Supplies for 2025-26	448337805001	12/10/25	Paid	Cleared	14.75		14.75
		2026 01- 1100- 0- 0000- 2700- 4300- 513- 000- 000				14.75				
		2026 01- 1100- 0- 1110- 1000- 4300- 513- 000- 000								
Check #	40296381			BatchId	AP12172025	Check Date	12/17/25	PO# B26-00012	Register #	001071
Total Invoice Amount								14.75		
Direct Vendor		PAPE Machinery, Inc. (000279/3) PO BOX 35144 #5077 Seattle, WA 98124-5144								
2025/26	12/10/25		Bus Emissions Testing	295323	12/11/25	Paid	Cleared	441.67		441.67
		2026 01- 0000- 0- 0000- 3600- 5800- 510- 000- 000								
Check #	40296382			BatchId	AP12172025	Check Date	12/17/25	PO#	Register #	001071
Selection	Sorted by AP Check Order Option, Filtered by (Org = 912, Payment Method = N, Payment Type = N, On Hold? = Y, Starting Schedule Date = 12/1/2025, Ending Schedule Date = 12/31/2025, Page Break by Check/Advice? = N, Zero? = Y)								ERP for California	
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Fiscal Year	Invoice Date	Req #	Comment	Payment Id (Trans Batch Id)	Sched	Paymt Status	Check Status	Invoice Amount	Unpaid Sales Tax	Expense Amount
Direct Vendor		PAPE Machinery, Inc. (000279/3)		(continued)		(continued)				
2025/26	12/10/25		Bus Emissiona Testing	2955316	12/11/25	Paid	Cleared	1,256.24		1,256.24
Check #	2026 01- 0000- 0- 0000- 3600- 5800- 510- 000- 000	40296382		Batchld	AP12172025	Check Date	12/17/25	PO#	Register #	001071
Total Invoice Amount								1,697.91		

AP Vendor		Primo Brands BlueTriton Brands (001365/1) PO Box 9001000 Louisville, KY 40290-1000								
2025/26	12/18/25	R26-00077	Arrowhead 5G Spring Water - District Office	05L8730069629	12/18/25	Paid	Cleared	40.46		40.46
Check #	2026 01- 0000- 0- 0000- 7200- 4300- 510- 000- 000	40296858		Batchld	AP12222025A	Check Date	12/22/25	PO# B26-00050	Register #	001072
Total Invoice Amount								40.46		

AP Vendor		Producers Dairy Foods Inc (000200/1) PO Box 888944 Los Angeles, CA 90088-8944								
2025/26	11/17/25	R26-00053	Food Service - Milk	6362532179	12/02/25	Paid	Cleared	335.67		335.67
	2026 01- 2600- 0- 0000- 3700- 4700- 511- 000- 000									
	2026 13- 5310- 0- 0000- 3700- 4700- 511- 000- 000					335.67				
	2026 13- 5310- 0- 0000- 3700- 4700- 512- 000- 000									
Check #	2026 01- 2600- 0- 0000- 3700- 4700- 511- 000- 000	40295836		Batchld	AP12042025C	Check Date	12/04/25	PO# B26-00041	Register #	001069
2025/26	12/01/25	R26-00053	Food Service - Milk	6362533507	12/02/25	Paid	Cleared	179.28		179.28
	2026 01- 2600- 0- 0000- 3700- 4700- 511- 000- 000									
	2026 13- 5310- 0- 0000- 3700- 4700- 511- 000- 000									
	2026 13- 5310- 0- 0000- 3700- 4700- 512- 000- 000					179.28				
Check #	2026 01- 2600- 0- 0000- 3700- 4700- 511- 000- 000	40295836		Batchld	AP12042025C	Check Date	12/04/25	PO# B26-00041	Register #	001069
Total Invoice Amount								514.95		

AP Vendor		Producers Dairy Foods Inc (000200/1) PO Box 888944 Los Angeles, CA 90088-8944								
2025/26	12/01/25	R26-00053	Food Service - Milk	6362533508	12/10/25	Paid	Cleared	311.27		311.27
	2026 01- 2600- 0- 0000- 3700- 4700- 511- 000- 000									
	2026 13- 5310- 0- 0000- 3700- 4700- 511- 000- 000					311.27				
	2026 13- 5310- 0- 0000- 3700- 4700- 512- 000- 000									

Selection Sorted by AP Check Order Option, Filtered by (Org = 912, Payment Method = N, Payment Type = N, On Hold? = Y, Starting Schedule Date = 12/1/2025, Ending Schedule Date = 12/31/2025, Page Break by Check/Advice? = N, Zero? = Y)

Scheduled 12/01/2025 - 12/29/2025

Bank Account COUNTY - COUNTY

Fiscal Year	Invoice Date	Req #	Comment	Payment Id (Trans Batch Id)	Sched	Paymt Status	Check Status	Invoice Amount	Unpaid Sales Tax	Expense Amount
AP Vendor		Producers Dairy Foods Inc (000200/1)		(continued)						
Check #	40296383			BatchId	AP12172025	Check Date	12/17/25	PO# B26-00041	Register #	001071
2025/26	12/04/25	R26-00053	Food Service - Milk	6362533840	12/10/25	Paid	Cleared	184.97		184.97
	2026	01- 2600- 0- 0000- 3700- 4700- 511- 000- 000								
	2026	13- 5310- 0- 0000- 3700- 4700- 511- 000- 000								
	2026	13- 5310- 0- 0000- 3700- 4700- 512- 000- 000				184.97				
Check #	40296383			BatchId	AP12172025	Check Date	12/17/25	PO# B26-00041	Register #	001071
2025/26	12/04/25	R26-00053	Food Service - Milk	6362533849	12/10/25	Paid	Cleared	259.05		259.05
	2026	01- 2600- 0- 0000- 3700- 4700- 511- 000- 000								
	2026	13- 5310- 0- 0000- 3700- 4700- 511- 000- 000				259.05				
	2026	13- 5310- 0- 0000- 3700- 4700- 512- 000- 000								
Check #	40296383			BatchId	AP12172025	Check Date	12/17/25	PO# B26-00041	Register #	001071

Total Invoice Amount 755.29

AP Vendor		Producers Dairy Foods Inc (000200/1) PO Box 888944 Los Angeles, CA 90088-8944								
2025/26	12/08/25	R26-00053	Food Service - Milk	6362534293	12/17/25	Paid	Cleared	353.19		353.19
	2026	01- 2600- 0- 0000- 3700- 4700- 511- 000- 000								
	2026	13- 5310- 0- 0000- 3700- 4700- 511- 000- 000								
	2026	13- 5310- 0- 0000- 3700- 4700- 512- 000- 000				353.19				
Check #	40296859			BatchId	AP12222025A	Check Date	12/22/25	PO# B26-00041	Register #	001072
2025/26	12/11/25	R26-00053	Food Service - Milk	6362534532	12/17/25	Paid	Cleared	252.41		252.41
	2026	01- 2600- 0- 0000- 3700- 4700- 511- 000- 000								
	2026	13- 5310- 0- 0000- 3700- 4700- 511- 000- 000				252.41				
	2026	13- 5310- 0- 0000- 3700- 4700- 512- 000- 000								
Check #	40296859			BatchId	AP12222025A	Check Date	12/22/25	PO# B26-00041	Register #	001072
2025/26	12/11/25	R26-00053	Food Service - Milk	6362534533	12/17/25	Paid	Cleared	211.89		211.89
	2026	01- 2600- 0- 0000- 3700- 4700- 511- 000- 000								
	2026	13- 5310- 0- 0000- 3700- 4700- 511- 000- 000				211.89				
	2026	13- 5310- 0- 0000- 3700- 4700- 512- 000- 000								
Check #	40296859			BatchId	AP12222025A	Check Date	12/22/25	PO# B26-00041	Register #	001072

Total Invoice Amount 817.49

AP Vendor		Red Bluff Union High School (000210/2) P.O. Box 1507 Red Bluff, CA 96080								
2025/26	12/08/25	R26-00055	BUS/TRANS WORK ORDERS	AR26-00238	12/17/25	Paid	Cleared	2,108.30		2,108.30

Selection Sorted by AP Check Order Option, Filtered by (Org = 912, Payment Method = N, Payment Type = N, On Hold? = Y, Starting Schedule Date = 12/1/2025, Ending Schedule Date = 12/31/2025, Page Break by Check/Advice? = N, Zero? = Y)



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Fiscal Year	Invoice Date	Req #	Comment	Payment Id (Trans Batch Id)	Sched	Paymt Status	Check Status	Invoice Amount	Unpaid Sales Tax	Expense Amount
AP Vendor			Red Bluff Union High School (000210/2)		(continued)					
2025/26	12/08/25	R26-00055	BUS/TRANS WORK ORDERS	AR26-00238 (continued)	12/17/25	Paid	Cleared	(continued)		
2026 01- 0000- 0- 0000- 3600- 5600- 510- 000- 000										
Check #	40296860			BatchId	AP12222025A	Check Date	12/22/25	PO# B26-00030	Register #	001072
Total Invoice Amount								2,108.30		
Direct Vendor			ROXIE DELI & BBQ (000715/1) 7810 HIGHWAY 99E LOS MOLINOS, CA 96055							
2025/26	12/15/25		Staff Meeting Supplies	0007	12/18/25	Paid	Cleared	2,413.12		2,413.12
2026 01- 0000- 0- 0000- 7200- 4300- 510- 000- 000										
Check #	40296861			BatchId	AP12222025A	Check Date	12/22/25	PO#	Register #	001072
Total Invoice Amount								2,413.12		
AP Vendor			Steve Westaby Happy Valley Fresh (001152/1) 15999 Butterfield Road Anderson, CA 96007							
2025/26	08/25/25	R26-00037	Dry Refrigerated Goods	29422	12/01/25	Paid	Cleared	1,004.64		1,004.64
2026 01- 2600- 0- 0000- 3700- 4700- 511- 000- 000										
2026 13- 5310- 0- 0000- 3700- 4700- 511- 000- 000										
2026 13- 5310- 0- 0000- 3700- 4700- 512- 000- 000										
Check #	40295840			BatchId	AP12042025C	Check Date	12/04/25	PO# B26-00037	Register #	001069
2025/26	09/01/25	R26-00037	Dry Refrigerated Goods	29516	12/01/25	Paid	Cleared	467.00		467.00
2026 01- 2600- 0- 0000- 3700- 4700- 511- 000- 000										
2026 13- 5310- 0- 0000- 3700- 4700- 511- 000- 000										
2026 13- 5310- 0- 0000- 3700- 4700- 512- 000- 000										
Check #	40295840			BatchId	AP12042025C	Check Date	12/04/25	PO# B26-00037	Register #	001069
2025/26	12/01/25	R26-00037	Dry Refrigerated Goods	30217	12/01/25	Paid	Cleared	288.00		288.00
2026 01- 2600- 0- 0000- 3700- 4700- 511- 000- 000										
2026 13- 5310- 0- 0000- 3700- 4700- 511- 000- 000										
2026 13- 5310- 0- 0000- 3700- 4700- 512- 000- 000										
Check #	40295840			BatchId	AP12042025C	Check Date	12/04/25	PO# B26-00037	Register #	001069

Selection Sorted by AP Check Order Option, Filtered by (Org = 912, Payment Method = N, Payment Type = N, On Hold? = Y, Starting Schedule Date = 12/1/2025, Ending Schedule Date = 12/31/2025, Page Break by Check/Advice? = N, Zero? = Y)

Scheduled 12/01/2025 - 12/29/2025

Bank Account COUNTY - COUNTY

Fiscal Year	Invoice Date	Req #	Comment	Payment Id (Trans Batch Id)	Sched	Paymt Status	Check Status	Invoice Amount	Unpaid Sales Tax	Expense Amount
Total Invoice Amount								1,759.64		
AP Vendor		Steve Westaby Happy Valley Fresh (001152/1) 15999 Butterfield Road Anderson, CA 96007								
2025/26	12/01/25	R26-00037	Dry Refrigerated Goods	30218	12/10/25	Paid	Printed	525.00		525.00
	2026	01- 2600- 0- 0000- 3700- 4700- 511- 000- 000								
	2026	13- 5310- 0- 0000- 3700- 4700- 511- 000- 000								
	2026	13- 5310- 0- 0000- 3700- 4700- 512- 000- 000								
Check #	40297231			BatchId	AP01092026	Check Date	01/09/26	PO# B26-00037	Register #	001074
2025/26	12/01/25	R26-00037	Dry Refrigerated Goods	30304	12/10/25	Paid	Printed	384.00		384.00
	2026	01- 2600- 0- 0000- 3700- 4700- 511- 000- 000								
	2026	13- 5310- 0- 0000- 3700- 4700- 511- 000- 000								
	2026	13- 5310- 0- 0000- 3700- 4700- 512- 000- 000								
Check #	40297231			BatchId	AP01092026	Check Date	01/09/26	PO# B26-00037	Register #	001074
2025/26	12/08/25	R26-00037	Dry Refrigerated Goods	30305	12/10/25	Paid	Printed	552.00		552.00
	2026	01- 2600- 0- 0000- 3700- 4700- 511- 000- 000								
	2026	13- 5310- 0- 0000- 3700- 4700- 511- 000- 000								
	2026	13- 5310- 0- 0000- 3700- 4700- 512- 000- 000								
Check #	40297231			BatchId	AP01092026	Check Date	01/09/26	PO# B26-00037	Register #	001074
2025/26	12/15/25	R26-00037	Dry Refrigerated Goods	30392	12/17/25	Paid	Printed	221.00		221.00
	2026	01- 2600- 0- 0000- 3700- 4700- 511- 000- 000								
	2026	13- 5310- 0- 0000- 3700- 4700- 511- 000- 000								
	2026	13- 5310- 0- 0000- 3700- 4700- 512- 000- 000								
Check #	40297231			BatchId	AP01092026	Check Date	01/09/26	PO# B26-00037	Register #	001074
Total Invoice Amount								1,682.00		
AP Vendor		SYSCO FOOD SVCS OF SACRAMENTO (000549/1) P.O. BOX 138007 SACRAMENTO, CA 95813-8007								
2025/26	11/25/25	R26-00059	Sysco Foods	6311160508	12/02/25	Paid	Cleared	1,161.24		1,161.24
	2026	01- 2600- 0- 0000- 3700- 4700- 511- 000- 000								
	2026	13- 5310- 0- 0000- 3700- 4300- 511- 000- 000								
	2026	13- 5310- 0- 0000- 3700- 4300- 512- 000- 000								
	2026	13- 5310- 0- 0000- 3700- 4700- 511- 000- 000								
Selection	Sorted by AP Check Order Option, Filtered by (Org = 912, Payment Method = N, Payment Type = N, On Hold? = Y, Starting Schedule Date = 12/1/2025, Ending Schedule Date = 12/31/2025, Page Break by Check/Advice? = N, Zero? = Y)								ERP for California	
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Scheduled 12/01/2025 - 12/29/2025

Bank Account COUNTY - COUNTY

Fiscal Year	Invoice Date	Req #	Comment	Payment Id (Trans Batch Id)	Sched	Paymt Status	Check Status	Invoice Amount	Unpaid Sales Tax	Expense Amount
AP Vendor		SYSCO FOOD SVCS OF SACRAMENTO (000549/1) (continued)								
2025/26	11/25/25	R26-00059	Sysco Foods	6311160508 (continued)	12/02/25	Paid	Cleared	(continued)		
	2026	13- 5310- 0- 0000- 3700- 4700- 512- 000- 000				1,161.24				
Check #	40295841			BatchId	AP12042025C	Check Date	12/04/25	PO# B26-00042	Register #	001069
2025/26	12/02/25	R26-00059	Sysco Foods	6311298332	12/02/25	Paid	Cleared	2,205.39		2,205.39
	2026	01- 2600- 0- 0000- 3700- 4700- 511- 000- 000								
	2026	13- 5310- 0- 0000- 3700- 4300- 511- 000- 000								
	2026	13- 5310- 0- 0000- 3700- 4300- 512- 000- 000				309.87				
	2026	13- 5310- 0- 0000- 3700- 4700- 511- 000- 000								
	2026	13- 5310- 0- 0000- 3700- 4700- 512- 000- 000				1,895.52				
Check #	40295841			BatchId	AP12042025C	Check Date	12/04/25	PO# B26-00042	Register #	001069
Total Invoice Amount								3,366.63		
AP Vendor		SYSCO FOOD SVCS OF SACRAMENTO (000549/1) P.O. BOX 138007 SACRAMENTO, CA 95813-8007								
2025/26	12/02/25	R26-00059	Sysco Foods	6311298340	12/10/25	Paid	Cleared	2,723.77		2,723.77
	2026	01- 2600- 0- 0000- 3700- 4700- 511- 000- 000								
	2026	13- 5310- 0- 0000- 3700- 4300- 511- 000- 000				482.54				
	2026	13- 5310- 0- 0000- 3700- 4300- 512- 000- 000								
	2026	13- 5310- 0- 0000- 3700- 4700- 511- 000- 000				2,241.23				
	2026	13- 5310- 0- 0000- 3700- 4700- 512- 000- 000								
Check #	40296385			BatchId	AP12172025	Check Date	12/17/25	PO# B26-00042	Register #	001071
Total Invoice Amount								2,723.77		
AP Vendor		SYSCO FOOD SVCS OF SACRAMENTO (000549/1) P.O. BOX 138007 SACRAMENTO, CA 95813-8007								
2025/26	12/09/25	R26-00059	Sysco Foods	6311431784	12/18/25	Paid	Cleared	2,527.91		2,527.91
	2026	01- 2600- 0- 0000- 3700- 4700- 511- 000- 000								
	2026	13- 5310- 0- 0000- 3700- 4300- 511- 000- 000								
	2026	13- 5310- 0- 0000- 3700- 4300- 512- 000- 000				176.78				
	2026	13- 5310- 0- 0000- 3700- 4700- 511- 000- 000								
	2026	13- 5310- 0- 0000- 3700- 4700- 512- 000- 000				2,351.13				
Check #	40296863			BatchId	AP12222025A	Check Date	12/22/25	PO# B26-00042	Register #	001072
2025/26	12/09/25	R26-00059	Sysco Foods	6311431792	12/18/25	Paid	Cleared	3,840.23		3,840.23
	2026	01- 2600- 0- 0000- 3700- 4700- 511- 000- 000								
	2026	13- 5310- 0- 0000- 3700- 4300- 511- 000- 000				380.91				
	2026	13- 5310- 0- 0000- 3700- 4300- 512- 000- 000								

Selection Sorted by AP Check Order Option, Filtered by (Org = 912, Payment Method = N, Payment Type = N, On Hold? = Y, Starting Schedule Date = 12/1/2025, Ending Schedule Date = 12/31/2025, Page Break by Check/Advice? = N, Zero? = Y)

Scheduled 12/01/2025 - 12/29/2025

Bank Account COUNTY - COUNTY

Fiscal Year	Invoice Date	Req #	Comment	Payment Id (Trans Batch Id)	Sched	Paymt Status	Check Status	Invoice Amount	Unpaid Sales Tax	Expense Amount
AP Vendor			SYSCO FOOD SVCS OF SACRAMENTO (000549/1) (continued)				(continued)			
2025/26	12/09/25	R26-00059	Sysco Foods	6311431792 (continued)	12/18/25	Paid	Cleared	(continued)		
	2026	13- 5310- 0- 0000- 3700- 4700- 511- 000- 000				3,459.32				
	2026	13- 5310- 0- 0000- 3700- 4700- 512- 000- 000								
Check #	40296863			BatchId	AP12222025A	Check Date	12/22/25	PO# B26-00042	Register #	001072
Total Invoice Amount								6,368.14		
AP Vendor			T-Mobile (001178/1) P.O. Box 742596 Cincinnati, OH 45274-2596							
2025/26	11/22/25	R26-00065	Mobile Hotspots	112225	12/01/25	Paid	Cleared	180.00		180.00
	2026	01- 7435- 0- 1110- 1000- 5800- 510- 000- 000								
Check #	40295842			BatchId	AP12042025C	Check Date	12/04/25	PO# B26-00021	Register #	001069
Total Invoice Amount								180.00		
Direct Vendor			Tehama County Mosquito & Vector Control District (000261/2) 4745 Mangels Boulevard Fairfield, CA 94534							
2025/26	12/10/25		Mosquito & Vector Control Assesment	2025-2026	12/10/25	Paid	Printed	30.83		30.83
	2026	01- 0000- 0- 0000- 8100- 5800- 513- 000- 000								
Check #	40296386			BatchId	AP12172025	Check Date	12/17/25	PO#	Register #	001071
Total Invoice Amount								30.83		
AP Vendor			Thrifty Rooter Service and Plumbing Co. (001153/1) 226 Myers St. Chico, CA 95928							
F	2025/26	11/28/25	R26-00167	LME Kitchen Drain Repair	2010462	12/01/25	Paid	Cleared	14,662.99	14,662.99
	2026	14- 0000- 0- 0000- 8100- 5600- 511- 000- 000								
Check #	40295844			BatchId	AP12042025C	Check Date	12/04/25	PO# P26-00103	Register #	001069
Total Invoice Amount								14,662.99		
AP Vendor			Thrifty Rooter Service and Plumbing Co. (001153/1) 226 Myers St. Chico, CA 95928							
2025/26	12/02/25	R26-00112	Plumbing Services	2010485	12/10/25	Paid	Cleared	1,363.70		1,363.70
Selection Sorted by AP Check Order Option, Filtered by (Org = 912, Payment Method = N, Payment Type = N, On Hold? = Y, Starting Schedule Date = 12/1/2025, Ending Schedule Date = 12/31/2025, Page Break by Check/Advice? = N, Zero? = Y)									ERP for California	
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Scheduled 12/01/2025 - 12/29/2025

Bank Account COUNTY - COUNTY

Fiscal Year	Invoice Date	Req #	Comment	Payment Id (Trans Batch Id)	Sched	Paymt Status	Check Status	Invoice Amount	Unpaid Sales Tax	Expense Amount
AP Vendor		Thrifty Rooter Service and Plumbing Co. (001153/1) (continued)								
2025/26	12/02/25	R26-00112	Plumbing Services	2010485 (continued)	12/10/25	Paid	Cleared	(continued)		
2026 01- 8100- 0- 0000- 8100- 5600- 510- 000- 000										
Check #	40296387			BatchId	AP12172025	Check Date	12/17/25	PO# B26-00053	Register #	001071
2025/26	12/05/25	R26-00112	Plumbing Services	2010548	12/10/25	Paid	Cleared	440.00		440.00
2026 01- 8100- 0- 0000- 8100- 5600- 510- 000- 000										
Check #	40296387			BatchId	AP12172025	Check Date	12/17/25	PO# B26-00053	Register #	001071
Total Invoice Amount								1,803.70		

AP Vendor		Thrifty Rooter Service and Plumbing Co. (001153/1) 226 Myers St. Chico, CA 95928								
2025/26	12/16/25	R26-00112	Plumbing Services	2010635	12/17/25	Paid	Cleared	934.63		934.63
2026 01- 8100- 0- 0000- 8100- 5600- 510- 000- 000										
Check #	40296864			BatchId	AP12222025A	Check Date	12/22/25	PO# B26-00053	Register #	001072
Total Invoice Amount								934.63		

Direct Vendor		US Bank (000950/1) PO Box 790428 St. Louis, MO 63179-0428								
2025/26	11/18/25		Student Incentive Supplies	11-24-1	12/16/25	Paid	Printed	44.16		44.16
2026 01- 0000- 0- 1110- 1000- 4300- 510- 000- 000										
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#	Register #	001072
2025/26	11/18/25		Student Incentive Supplies	11-24-2	12/16/25	Paid	Printed	31.24		31.24
2026 01- 0000- 0- 1110- 1000- 4300- 510- 000- 000										
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#	Register #	001072
F 2025/26	11/22/25	R26-00166	Staff Room	11-24-3	12/16/25	Paid	Printed	483.83		483.83
2026 01- 1100- 0- 0000- 2700- 4300- 511- 000- 000										
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO# P26-00108	Register #	001072
2025/26	10/23/25		CTE Supplies	11-24-4	12/16/25	Paid	Printed	10.72		10.72
2026 01- 6387- 0- 3800- 1000- 4300- 512- 000- 000										
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#	Register #	001072
2025/26	10/27/25		CTE Supplies	11-24-5	12/16/25	Paid	Printed	135.77		135.77
2026 01- 6387- 0- 3800- 1000- 4300- 512- 000- 000										

Selection Sorted by AP Check Order Option, Filtered by (Org = 912, Payment Method = N, Payment Type = N, On Hold? = Y, Starting Schedule Date = 12/1/2025, Ending Schedule Date = 12/31/2025, Page Break by Check/Advice? = N, Zero? = Y)

Scheduled 12/01/2025 - 12/29/2025							Bank Account COUNTY - COUNTY			
Fiscal Year	Invoice Date	Req #	Comment	Payment Id (Trans Batch Id)	Sched	Paymt Status	Check Status	Invoice Amount	Unpaid Sales Tax	Expense Amount
Direct Vendor		US Bank (000950/1)		(continued)		(continued)				
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#	Register #	001072
2025/26	11/06/25		CTE Supplies	11-24-6	12/16/25	Paid	Printed	53.73		53.73
	2026	01- 6387- 0- 3800- 1000- 4300- 512- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#	Register #	001072
F 2025/26	11/17/25	R26-00154	Seat Cushion for other chair in class	11-24-7	12/16/25	Paid	Printed	74.00		74.00
	2026	01- 1100- 0- 1110- 1000- 4300- 512- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO# P26-00096	Register #	001072
2025/26	11/21/25		CTE Supplies	11-24-8	12/16/25	Paid	Printed	8.06		8.06
	2026	01- 6387- 0- 3800- 1000- 4300- 512- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#	Register #	001072
2025/26	10/21/25		Fuel	DP26-00189	12/16/25	Paid	Printed	266.26		266.26
	2026	01- 0000- 0- 0000- 3600- 4312- 510- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#	Register #	001072
2025/26	10/23/25		Fuel	DP26-00190	12/16/25	Paid	Printed	388.18		388.18
	2026	01- 0000- 0- 0000- 3600- 4312- 510- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#	Register #	001072
2025/26	10/28/25		Fuel	DP26-00191	12/16/25	Paid	Printed	356.24		356.24
	2026	01- 0000- 0- 0000- 3600- 4312- 510- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#	Register #	001072
2025/26	11/07/25		Fuel	DP26-00192	12/16/25	Paid	Printed	338.27		338.27
	2026	01- 0000- 0- 0000- 3600- 4312- 510- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#	Register #	001072
2025/26	11/10/25		Fuel	DP26-00193	12/16/25	Paid	Printed	325.00		325.00
	2026	01- 0000- 0- 0000- 3600- 4312- 510- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#	Register #	001072
2025/26	11/13/25		Fuel	DP26-00194	12/16/25	Paid	Printed	306.73		306.73
	2026	01- 0000- 0- 0000- 3600- 4312- 510- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#	Register #	001072
2025/26	10/22/25		Custodial Supplies	DP26-00195	12/16/25	Paid	Printed	15.77		15.77
	2026	01- 0000- 0- 0000- 8100- 4300- 511- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#	Register #	001072
2025/26	10/27/25		Maint. Fuel	DP26-00196	12/16/25	Paid	Printed	72.00		72.00
	2026	01- 8100- 0- 0000- 8100- 4312- 510- 000- 000								

Scheduled 12/01/2025 - 12/29/2025							Bank Account COUNTY - COUNTY			
Fiscal Year	Invoice Date	Req #	Comment	Payment Id (Trans Batch Id)	Sched	Paymt Status	Check Status	Invoice Amount	Unpaid Sales Tax	Expense Amount
Direct Vendor		US Bank (000950/1)		(continued)		(continued)				
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#	Register #	001072
2025/26	11/03/25		Custodial Supplies	DP26-00197	12/16/25	Paid	Printed	3.90		3.90
	2026	01- 0000- 0- 0000- 8100- 4300- 511- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#	Register #	001072
2025/26	11/10/25		Maint. Fuel	DP26-00198	12/16/25	Paid	Printed	71.00		71.00
	2026	01- 8100- 0- 0000- 8100- 4312- 510- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#	Register #	001072
2025/26	11/13/25		Custodial Supplies	DP26-00199	12/16/25	Paid	Printed	65.45		65.45
	2026	01- 0000- 0- 0000- 8100- 4300- 511- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#	Register #	001072
2025/26	11/18/25		Custodial Supplies	DP26-00200	12/16/25	Paid	Printed	17.11		17.11
	2026	01- 0000- 0- 0000- 8100- 4300- 511- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#	Register #	001072
2025/26	10/28/25		Maint. Fuel	DP26-00201	12/16/25	Paid	Printed	30.00		30.00
	2026	01- 8100- 0- 0000- 8100- 4312- 510- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#	Register #	001072
2025/26	11/12/25		Maint. Fuel	DP26-00202	12/16/25	Paid	Printed	116.89		116.89
	2026	01- 8100- 0- 0000- 8100- 4312- 510- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#	Register #	001072
2025/26	11/17/25		Waste Services	DP26-00203	12/16/25	Paid	Printed	122.19		122.19
	2026	01- 0000- 0- 0000- 8100- 5506- 512- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#	Register #	001072
2025/26	11/17/25		Maint. Fuel	DP26-00204	12/16/25	Paid	Printed	90.67		90.67
	2026	01- 8100- 0- 0000- 8100- 4312- 510- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#	Register #	001072
2025/26	10/24/25		Fuel	DP26-00205	12/16/25	Paid	Printed	330.39		330.39
	2026	01- 0000- 0- 0000- 3600- 4312- 510- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#	Register #	001072
2025/26	10/29/25		Fuel	DP26-00206	12/16/25	Paid	Printed	300.00		300.00
	2026	01- 0000- 0- 0000- 3600- 4312- 510- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#	Register #	001072
2025/26	11/05/25		Fuel	DP26-00207	12/16/25	Paid	Printed	270.00		270.00
	2026	01- 0000- 0- 0000- 3600- 4312- 510- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#	Register #	001072

Selection Sorted by AP Check Order Option, Filtered by (Org = 912, Payment Method = N, Payment Type = N, On Hold? = Y, Starting Schedule Date = 12/1/2025, Ending Schedule Date = 12/31/2025, Page Break by Check/Advice? = N, Zero? = Y)

Scheduled 12/01/2025 - 12/29/2025							Bank Account COUNTY - COUNTY			
Fiscal Year	Invoice Date	Req #	Comment	Payment Id (Trans Batch Id)	Sched	Paymt Status	Check Status	Invoice Amount	Unpaid Sales Tax	Expense Amount
Direct Vendor	US Bank (000950/1)		(continued)							(continued)
2025/26	11/14/25		Fuel	DP26-00208	12/16/25	Paid	Printed	300.00		300.00
	2026	01- 0000- 0- 0000- 3600- 4312- 510- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#		Register # 001072
2025/26	11/13/25		Maint. Supplies	DP26-00209	12/16/25	Paid	Printed	56.28		56.28
	2026	01- 8100- 0- 0000- 8100- 4300- 510- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#		Register # 001072
2025/26	11/17/25		Fuel	DP26-00210	12/16/25	Paid	Printed	297.86		297.86
	2026	01- 0000- 0- 0000- 3600- 4312- 510- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#		Register # 001072
2025/26	10/27/25		Cafe Fuel	DP26-00211	12/16/25	Paid	Printed	65.10		65.10
	2026	13- 5310- 0- 0000- 3700- 4300- 510- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#		Register # 001072
2025/26	11/14/25		Cafe Fuel	DP26-00212	12/16/25	Paid	Printed	30.05		30.05
	2026	13- 5310- 0- 0000- 3700- 4300- 510- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#		Register # 001072
2025/26	11/17/25		Cafeteria Foods	DP26-00213	12/16/25	Paid	Printed	31.53		31.53
	2026	13- 5310- 0- 0000- 3700- 4700- 511- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#		Register # 001072
2025/26	10/29/25		Maint. Fuel	DP26-00214	12/16/25	Paid	Printed	50.04		50.04
	2026	01- 8100- 0- 0000- 8100- 4312- 510- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#		Register # 001072
2025/26	10/30/25		Maint. Fuel	DP26-00215	12/16/25	Paid	Printed	91.01		91.01
	2026	01- 8100- 0- 0000- 8100- 4312- 510- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#		Register # 001072
2025/26	11/05/25		Fuel	DP26-00216	12/16/25	Paid	Printed	125.00		125.00
	2026	01- 0000- 0- 0000- 3600- 4312- 510- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#		Register # 001072
2025/26	11/12/25		Maint. Fuel	DP26-00217	12/16/25	Paid	Printed	108.24		108.24
	2026	01- 8100- 0- 0000- 8100- 4312- 510- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#		Register # 001072
2025/26	11/14/25		Ag Science Fuel	DP26-00218	12/16/25	Paid	Printed	58.02		58.02
	2026	01- 6388- 0- 6202- 1000- 4300- 512- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#		Register # 001072
2025/26	11/18/25		Waste Services	DP26-00219	12/16/25	Paid	Printed	95.57		95.57
	2026	01- 0000- 0- 0000- 8100- 5506- 511- 000- 000								
Selection	Sorted by AP Check Order Option, Filtered by (Org = 912, Payment Method = N, Payment Type = N, On Hold? = Y, Starting Schedule Date = 12/1/2025, Ending Schedule Date = 12/31/2025, Page Break by Check/Advice? = N, Zero? = Y)									



Scheduled 12/01/2025 - 12/29/2025							Bank Account COUNTY - COUNTY			
Fiscal Year	Invoice Date	Req #	Comment	Payment Id (Trans Batch Id)	Sched	Paymt Status	Check Status	Invoice Amount	Unpaid Sales Tax	Expense Amount
Direct Vendor		US Bank (000950/1)		(continued)			(continued)			
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#	Register #	001072
2025/26	11/19/25		Maint. Fuel	DP26-00220	12/16/25	Paid	Printed	50.00		50.00
	2026	01- 8100- 0- 0000- 8100- 4312- 510- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#	Register #	001072
2025/26	11/21/25		Maint. Fuel	DP26-00221	12/16/25	Paid	Printed	120.14		120.14
	2026	01- 8100- 0- 0000- 8100- 4312- 510- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#	Register #	001072
2025/26	10/21/25		Fuel	DP26-00222	12/16/25	Paid	Printed	50.35		50.35
	2026	01- 0000- 0- 0000- 3600- 4312- 510- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#	Register #	001072
2025/26	10/22/25		Booster Seat for Student Transportation	DP26-00223	12/16/25	Paid	Printed	39.74		39.74
	2026	01- 0000- 0- 0000- 3600- 4300- 510- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#	Register #	001072
2025/26	10/22/25		Postage	DP26-00224	12/16/25	Paid	Printed	105.92		105.92
	2026	01- 0000- 0- 0000- 7200- 5904- 510- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#	Register #	001072
2025/26	10/22/25		Fuel	DP26-00225	12/16/25	Paid	Printed	105.07		105.07
	2026	01- 0000- 0- 0000- 3600- 4312- 510- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#	Register #	001072
2025/26	10/24/25		Fuel	DP26-00226	12/16/25	Paid	Printed	46.15		46.15
	2026	01- 0000- 0- 0000- 3600- 4312- 510- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#	Register #	001072
2025/26	10/24/25		Fuel	DP26-00227	12/16/25	Paid	Printed	46.62		46.62
	2026	01- 0000- 0- 0000- 3600- 4312- 510- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#	Register #	001072
2025/26	10/28/25		Maint. Fuel	DP26-00228	12/16/25	Paid	Printed	104.30		104.30
	2026	01- 8100- 0- 0000- 8100- 4312- 510- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#	Register #	001072
2025/26	10/29/25		Maint. Fuel	DP26-00229	12/16/25	Paid	Printed	50.74		50.74
	2026	01- 8100- 0- 0000- 8100- 4312- 510- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#	Register #	001072
2025/26	10/30/25		Maint. Fuel	DP26-00230	12/16/25	Paid	Printed	21.16		21.16
	2026	01- 8100- 0- 0000- 8100- 4312- 510- 000- 000								
Selection Sorted by AP Check Order Option, Filtered by (Org = 912, Payment Method = N, Payment Type = N, On Hold? = Y, Starting Schedule Date = 12/1/2025, Ending Schedule Date = 12/31/2025, Page Break by Check/Advice? = N, Zero? = Y)									ERP for California	
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Scheduled 12/01/2025 - 12/29/2025							Bank Account COUNTY - COUNTY			
Fiscal Year	Invoice Date	Req #	Comment	Payment Id (Trans Batch Id)	Sched	Paymt Status	Check Status	Invoice Amount	Unpaid Sales Tax	Expense Amount
Direct Vendor		US Bank (000950/1)		(continued)		(continued)				
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#	Register #	001072
2025/26	11/04/25		Cafe Fuel	DP26-00231	12/16/25	Paid	Printed	39.93		39.93
	2026	13- 5310- 0- 0000- 3700- 4300- 510- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#	Register #	001072
2025/26	11/07/25		Maint. Fuel	DP26-00232	12/16/25	Paid	Printed	150.00		150.00
	2026	01- 8100- 0- 0000- 8100- 4312- 510- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#	Register #	001072
2025/26	11/11/25		Fuel	DP26-00233	12/16/25	Paid	Printed	43.36		43.36
	2026	01- 0000- 0- 0000- 3600- 4312- 510- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#	Register #	001072
2025/26	11/11/25		Fuel	DP26-00234	12/16/25	Paid	Printed	48.27		48.27
	2026	01- 0000- 0- 0000- 3600- 4312- 510- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#	Register #	001072
2025/26	11/11/25		Fuel	DP26-00235	12/16/25	Paid	Printed	263.29		263.29
	2026	01- 0000- 0- 0000- 3600- 4312- 510- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#	Register #	001072
2025/26	11/14/25		Fuel	DP26-00236	12/16/25	Paid	Printed	52.58		52.58
	2026	01- 0000- 0- 0000- 3600- 4312- 510- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#	Register #	001072
2025/26	11/19/25		Fuel	DP26-00237	12/16/25	Paid	Printed	46.01		46.01
	2026	01- 0000- 0- 0000- 3600- 4312- 510- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#	Register #	001072
2025/26	11/20/25		Maint. Fuel	DP26-00238	12/16/25	Paid	Printed	136.68		136.68
	2026	01- 8100- 0- 0000- 8100- 4312- 510- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#	Register #	001072
2025/26	11/21/25		Fuel	DP26-00239	12/16/25	Paid	Printed	101.78		101.78
	2026	01- 8100- 0- 0000- 8100- 4312- 510- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#	Register #	001072
2025/26	10/19/25		CTE Supplies	DP26-00240	12/16/25	Paid	Printed	129.64		129.64
	2026	01- 6387- 0- 3800- 1000- 4300- 512- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#	Register #	001072
2025/26	10/26/25		CTE Supplies	DP26-00241	12/16/25	Paid	Printed	185.80		185.80
	2026	01- 6387- 0- 3800- 1000- 4300- 512- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#	Register #	001072

Selection Sorted by AP Check Order Option, Filtered by (Org = 912, Payment Method = N, Payment Type = N, On Hold? = Y, Starting Schedule Date = 12/1/2025, Ending Schedule Date = 12/31/2025, Page Break by Check/Advice? = N, Zero? = Y)

Scheduled 12/01/2025 - 12/29/2025							Bank Account COUNTY - COUNTY			
Fiscal Year	Invoice Date	Req #	Comment	Payment Id (Trans Batch Id)	Sched	Paymt Status	Check Status	Invoice Amount	Unpaid Sales Tax	Expense Amount
Direct Vendor	US Bank (000950/1)		(continued)							(continued)
2025/26	11/14/25		CTE Supplies Reimbursement	DP26-00242	12/16/25	Paid	Printed	4.92-		4.92-
	2026	01- 6387- 0- 3800- 1000- 4300- 512- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#		Register # 001072
2025/26	11/14/25		CTE Supplies	DP26-00243	12/16/25	Paid	Printed	244.29		244.29
	2026	01- 6387- 0- 3800- 1000- 4300- 512- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#		Register # 001072
2025/26	11/14/25		CTE Supplies	DP26-00244	12/16/25	Paid	Printed	87.51		87.51
	2026	01- 6387- 0- 3800- 1000- 4300- 512- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#		Register # 001072
2025/26	11/16/25		Board Meeting Supplies	DP26-00245	12/16/25	Paid	Printed	333.40		333.40
	2026	01- 0000- 0- 3800- 7100- 4300- 510- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#		Register # 001072
2025/26	11/14/25		CTE Supplies	DP26-00246	12/16/25	Paid	Printed	725.94		725.94
	2026	01- 6387- 0- 3800- 1000- 4300- 512- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#		Register # 001072
2025/26	11/15/25		Board Meeting Supplies	DP26-00247	12/16/25	Paid	Printed	52.19		52.19
	2026	01- 0000- 0- 3800- 7100- 4300- 510- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#		Register # 001072
2025/26	10/21/25		CTE Fuel	DP26-00248	12/16/25	Paid	Printed	100.00		100.00
	2026	01- 6387- 0- 3800- 1000- 4300- 512- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#		Register # 001072
2025/26	10/22/25		CTE Fuel	DP26-00249	12/16/25	Paid	Printed	148.19		148.19
	2026	01- 6387- 0- 3800- 1000- 4300- 512- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#		Register # 001072
2025/26	10/29/25		CTE Supplies	DP26-00250	12/16/25	Paid	Printed	813.08		813.08
	2026	01- 6387- 0- 3800- 1000- 4300- 512- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#		Register # 001072
2025/26	10/29/25		CTE Supplies	DP26-00251	12/16/25	Paid	Printed	105.26		105.26
	2026	01- 6387- 0- 3800- 1000- 4300- 512- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#		Register # 001072
2025/26	10/29/25		CTE Supplies	DP26-00252	12/16/25	Paid	Printed	787.45		787.45
	2026	01- 6387- 0- 3800- 1000- 4300- 512- 000- 000								

Selection Sorted by AP Check Order Option, Filtered by (Org = 912, Payment Method = N, Payment Type = N, On Hold? = Y, Starting Schedule Date = 12/1/2025, Ending Schedule Date = 12/31/2025, Page Break by Check/Advice? = N, Zero? = Y)

Scheduled 12/01/2025 - 12/29/2025							Bank Account COUNTY - COUNTY			
Fiscal Year	Invoice Date	Req #	Comment	Payment Id (Trans Batch Id)	Sched	Paymt Status	Check Status	Invoice Amount	Unpaid Sales Tax	Expense Amount
Direct Vendor		US Bank (000950/1)		(continued)		(continued)				
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#	Register #	001072
2025/26	11/01/25		CTE Supplies	DP26-00253	12/16/25	Paid	Printed	21.43		21.43
	2026	01- 6387- 0- 3800- 1000- 4300- 512- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#	Register #	001072
2025/26	10/30/25		CTE Supplies	DP26-00254	12/16/25	Paid	Printed	161.14		161.14
	2026	01- 6387- 0- 3800- 1000- 4300- 512- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#	Register #	001072
2025/26	10/30/25		CTE Supplies	DP26-00255	12/16/25	Paid	Printed	75.69		75.69
	2026	01- 6387- 0- 3800- 1000- 4300- 512- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#	Register #	001072
2025/26	10/30/25		CTE Supplies	DP26-00256	12/16/25	Paid	Printed	44.73		44.73
	2026	01- 6387- 0- 3800- 1000- 4300- 512- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#	Register #	001072
2025/26	10/30/25		CTE Supplies	DP26-00257	12/16/25	Paid	Printed	36.57		36.57
	2026	01- 6387- 0- 3800- 1000- 4300- 512- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#	Register #	001072
2025/26	10/31/25		CTE Supplies	DP26-00258	12/16/25	Paid	Printed	99.44		99.44
	2026	01- 6387- 0- 3800- 1000- 4300- 512- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#	Register #	001072
2025/26	11/03/25		CTE Supplies	DP26-00259	12/16/25	Paid	Printed	20.37		20.37
	2026	01- 6387- 0- 3800- 1000- 4300- 512- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#	Register #	001072
2025/26	11/03/25		CTE Supplies	DP26-00260	12/16/25	Paid	Printed	25.61		25.61
	2026	01- 6387- 0- 3800- 1000- 4300- 512- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#	Register #	001072
2025/26	11/04/25		CTE Supplies	DP26-00261	12/16/25	Paid	Printed	456.16		456.16
	2026	01- 6387- 0- 3800- 1000- 4300- 512- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#	Register #	001072
2025/26	11/07/25		CTE Supplies	DP26-00262	12/16/25	Paid	Printed	21.43		21.43
	2026	01- 6387- 0- 3800- 1000- 4300- 512- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#	Register #	001072
2025/26	11/14/25		CTE Supplies	DP26-00263	12/16/25	Paid	Printed	199.30		199.30
	2026	01- 6387- 0- 3800- 1000- 4300- 512- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#	Register #	001072

Selection Sorted by AP Check Order Option, Filtered by (Org = 912, Payment Method = N, Payment Type = N, On Hold? = Y, Starting Schedule Date = 12/1/2025, Ending Schedule Date = 12/31/2025, Page Break by Check/Advice? = N, Zero? = Y)

Scheduled 12/01/2025 - 12/29/2025							Bank Account COUNTY - COUNTY			
Fiscal Year	Invoice Date	Req #	Comment	Payment Id (Trans Batch Id)	Sched	Paymt Status	Check Status	Invoice Amount	Unpaid Sales Tax	Expense Amount
Direct Vendor	US Bank (000950/1)		(continued)							(continued)
2025/26	11/17/25		CTE Supplies	DP26-00264	12/16/25	Paid	Printed	908.00		908.00
	2026	01- 6387- 0- 3800- 1000- 4300- 512- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#		Register # 001072
2025/26	10/23/25		ACSA Membership D. Badovinac	DP26-00265	12/16/25	Paid	Printed	608.30		608.30
	2026	01- 0000- 0- 0000- 7200- 5300- 510- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#		Register # 001072
2025/26	10/29/25		CTE Supplies	DP26-00266	12/16/25	Paid	Printed	652.05		652.05
	2026	01- 6387- 0- 3800- 1000- 4300- 512- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#		Register # 001072
2025/26	10/29/25		Nurse Supplies	DP26-00267	12/16/25	Paid	Printed	64.34		64.34
	2026	01- 0000- 0- 0000- 3140- 4300- 510- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#		Register # 001072
2025/26	10/30/25		CTE Supplies	DP26-00268	12/16/25	Paid	Printed	2,629.03		2,629.03
	2026	01- 6387- 0- 3800- 1000- 4300- 512- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#		Register # 001072
2025/26	11/02/25		LMHS Counselor Scheduling Services	DP26-00269	12/16/25	Paid	Printed	12.00		12.00
	2026	01- 0000- 0- 0000- 7200- 5800- 510- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#		Register # 001072
2025/26	10/31/25		LMHS Counselor Scheduling Services	DP26-00270	12/16/25	Paid	Printed	186.96		186.96
	2026	01- 7339- 0- 1110- 1000- 5800- 512- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#		Register # 001072
2025/26	11/04/25		ELD Meeting Supplies	DP26-00271	12/16/25	Paid	Printed	141.34		141.34
	2026	01- 4201- 0- 4760- 1000- 4300- 510- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#		Register # 001072
2025/26	11/04/25		Postage	DP26-00272	12/16/25	Paid	Printed	26.40		26.40
	2026	01- 0000- 0- 0000- 7200- 5904- 510- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#		Register # 001072
2025/26	11/05/25		CTE Supplies	DP26-00273	12/16/25	Paid	Printed	6,354.13		6,354.13
	2026	01- 6387- 0- 3800- 1000- 4300- 512- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#		Register # 001072
2025/26	11/05/25		CTE Supplies	DP26-00274	12/16/25	Paid	Printed	2,793.85		2,793.85

Selection Sorted by AP Check Order Option, Filtered by (Org = 912, Payment Method = N, Payment Type = N, On Hold? = Y, Starting Schedule Date = 12/1/2025, Ending Schedule Date = 12/31/2025, Page Break by Check/Advice? = N, Zero? = Y)

Scheduled 12/01/2025 - 12/29/2025							Bank Account COUNTY - COUNTY			
Fiscal Year	Invoice Date	Req #	Comment	Payment Id (Trans Batch Id)	Sched	Paymt Status	Check Status	Invoice Amount	Unpaid Sales Tax	Expense Amount
Direct Vendor	US Bank (000950/1)		(continued)							(continued)
2025/26	11/05/25		CTE Supplies	DP26-00274 (continued)	12/16/25	Paid	Printed	(continued)		
	2026	01- 6387- 0- 3800- 1000- 4300- 512- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#		Register # 001072
2025/26	11/07/25		CTE Supplies	DP26-00275	12/16/25	Paid	Printed	1,348.04-		1,348.04-
		Reimbursement								
	2026	01- 6387- 0- 3800- 1000- 4300- 512- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#		Register # 001072
2025/26	11/07/25		CTE Supplies	DP26-00276	12/16/25	Paid	Printed	1,348.04		1,348.04
	2026	01- 6387- 0- 3800- 1000- 4300- 512- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#		Register # 001072
2025/26	11/10/25		Postage	DP26-00277	12/16/25	Paid	Printed	12.85		12.85
	2026	01- 0000- 0- 0000- 7200- 5904- 510- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#		Register # 001072
2025/26	11/16/25		ZOOM Scheduling	DP26-00278	12/16/25	Paid	Printed	33.98		33.98
	2026	01- 0000- 0- 0000- 7200- 5800- 510- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#		Register # 001072
2025/26	11/17/25		Scholarship Plaque	DP26-00279	12/16/25	Paid	Printed	118.83		118.83
	2026	01- 0000- 0- 0000- 7200- 4300- 510- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#		Register # 001072
2025/26	11/18/25		Postage	DP26-00280	12/16/25	Paid	Printed	11.35		11.35
	2026	01- 0000- 0- 0000- 7200- 5904- 510- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#		Register # 001072
2025/26	11/17/25		CSU Chico Career	DP26-00281	12/16/25	Paid	Printed	550.00		550.00
		Fair								
	2026	01- 0000- 0- 0000- 7200- 5200- 510- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#		Register # 001072
2025/26	11/17/25		CSU Chico Career	DP26-00282	12/16/25	Paid	Printed	14.58		14.58
		Fair								
	2026	01- 0000- 0- 0000- 7200- 5200- 510- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#		Register # 001072
2025/26	11/18/25		Music Supplies	DP26-00283	12/16/25	Paid	Printed	2,874.00		2,874.00
	2026	01- 6770- 0- 1110- 1000- 4300- 510- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#		Register # 001072
2025/26	11/19/25		Office Supplies	DP26-00284	12/16/25	Paid	Printed	127.63		127.63
	2026	01- 0000- 0- 0000- 7200- 4300- 510- 000- 000								
Selection	Sorted by AP Check Order Option, Filtered by (Org = 912, Payment Method = N, Payment Type = N, On Hold? = Y, Starting Schedule Date = 12/1/2025, Ending Schedule Date = 12/31/2025, Page Break by Check/Advice? = N, Zero? = Y)									

Scheduled 12/01/2025 - 12/29/2025							Bank Account COUNTY - COUNTY			
Fiscal Year	Invoice Date	Req #	Comment	Payment Id (Trans Batch Id)	Sched	Paymt Status	Check Status	Invoice Amount	Unpaid Sales Tax	Expense Amount
Direct Vendor	US Bank (000950/1)		(continued)		(continued)					
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#	Register #	001072
2025/26	11/22/25		Tech Supplies	DP26-00285	12/16/25	Paid	Printed	169.53		169.53
	2026	01- 6762- 0- 1110- 1000- 4300- 510- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#	Register #	001072
2025/26	10/31/25		CABE Registrations	DP26-00286	12/16/25	Paid	Printed	1,830.00		1,830.00
	2026	01- 4201- 0- 4760- 1000- 5200- 510- 000- 000								
Check #	40296865			BatchId	AP12222025A	Check Date	12/22/25	PO#	Register #	001072
Total Invoice Amount								32,247.20		
Direct Vendor	Walker Printing LLC (001021/1) 20869 Walnut Street Red Bluff, CA 96080									
2025/26	12/11/25		Buisness Cards D.	46946	12/17/25	Paid	Cleared	81.51		81.51
	2026	01- 0000- 0- 0000- 2700- 4300- 512- 000- 000								
Check #	40296866			BatchId	AP12222025A	Check Date	12/22/25	PO#	Register #	001072
Total Invoice Amount								81.51		
Direct Vendor	William L. Bunch, Jr. (000309/4) 370 Apple Lane Paradise, CA 95969									
2025/26	12/04/25		LMES Annual Monitoring Service	19134	12/10/25	Paid	Cleared	400.00		400.00
	2026	01- 8100- 0- 0000- 8100- 5800- 513- 000- 000								
Check #	40296388			BatchId	AP12172025	Check Date	12/17/25	PO#	Register #	001071
2025/26	12/04/25		LMHS Annual Monitoring Service	19135	12/10/25	Paid	Cleared	400.00		400.00
	2026	01- 8100- 0- 0000- 8100- 5800- 513- 000- 000								
Check #	40296388			BatchId	AP12172025	Check Date	12/17/25	PO#	Register #	001071
Total Invoice Amount								800.00		
Direct Vendor	Woods Pest Control (001387/1) 1642 Tahoe Ct. Redding, CA 96003-1436									
2025/26	11/24/25		Pest Management	1353137	12/01/25	Paid	Cleared	150.00		150.00
	2026	01- 0000- 0- 0000- 8100- 5505- 512- 000- 000								
Check #	40295846			BatchId	AP12042025C	Check Date	12/04/25	PO#	Register #	001069
Selection	Sorted by AP Check Order Option, Filtered by (Org = 912, Payment Method = N, Payment Type = N, On Hold? = Y, Starting Schedule Date = 12/1/2025, Ending Schedule Date = 12/31/2025, Page Break by Check/Advice? = N, Zero? = Y)									
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Scheduled 12/01/2025 - 12/29/2025

Bank Account COUNTY - COUNTY

Fiscal Year	Invoice Date	Req #	Comment	Payment Id (Trans Batch Id)	Sched	Paymt Status	Check Status	Invoice Amount	Unpaid Sales Tax	Expense Amount
Total Invoice Amount								150.00		
Direct Vendor Woods Pest Control (001387/1) 1642 Tahoe Ct. Redding, CA 96003-1436										
2025/26	11/24/25		Pest Control Inspection	1353136	12/10/25	Paid	Cleared	150.00		150.00
2026 01- 0000- 0- 0000- 8100- 5505- 512- 000- 000 Check # 40296389 BatchId AP12172025 Check Date 12/17/25 PO# Register # 001071										
Total Invoice Amount								150.00		

EXPENSES BY FUND - Bank Account COUNTY			
Fund	Expense	Cash Balance	Difference
01	104,749.39	5,599,066.12	5,494,316.73
76	169,647.44	208,892.89-	378,540.33-
<b>SACS 01</b>	<b>274,396.83</b>	<b>5,390,173.23</b>	<b>5,115,776.40</b>
13	21,541.53	76,777.28-	98,318.81-
14	14,662.99	1,143,337.03	1,128,674.04
35	99,764.25	277,950.69	178,186.44
<b>Total</b>	<b>410,365.60</b>		



Scheduled 12/01/2025 - 12/29/2025

Bank Account COUNTY - COUNTY

Number of Payments	245	
Number of Checks	73	\$240,737.36
Number of ACH Advice	2	\$169,628.24
Number of vCard Advice	0	
Total Check/Advice Amount	\$410,365.60	
Total Unpaid Sales Tax	\$ .00	
Total Expense Amount	\$410,365.60	

## CHECK/ADVICE AMOUNT DISTRIBUTION COUNTS

\$0 - \$99	12
\$100 - \$499	13
\$500 - \$999	20
\$1,000 - \$4,999	21
\$5,000 - \$9,999	3
\$10,000 - \$14,999	2
\$15,000 - \$99,999	4
\$100,000 - \$199,999	
\$200,000 - \$499,999	
\$500,000 - \$999,999	
\$1,000,000 -	

## \*\*\*\*\* ITEMS OF INTEREST \*\*\*\*\*

\* Number of payments to a different vendor  
 ! Number of Prepaid payments  
 @ Number of Liability payments  
 & Number of Employee Also Vendors  
 ? denotes check name different than payment name  
 F denotes Final Payment

<b>Report Totals -</b>	Payment Count	245	Check Count	73	ACH Count	2	vCard Count	0	Total Check/Advice Amount	\$410,365.60

Selection Sorted by AP Check Order Option, Filtered by (Org = 912, Payment Method = N, Payment Type = N, On Hold? = Y, Starting Schedule Date = 12/1/2025, Ending Schedule Date = 12/31/2025, Page Break by Check/Advice? = N, Zero? = Y)

Tab 9.  
Recess to Closed Session

Tab 10.  
Report from Closed Session

Tab 11.

Items to be Included on Thursday, February 19, 2026 Agenda

- Adjournment