



Palermo

UNION ELEMENTARY SCHOOL DISTRICT

"Building the Foundation for Success"

7390 Bulldog Way
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Superintendent
Gary Rogers

Board of Trustees

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Cody Nissen
Justin Younger
Kimberly Tyler
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Helen Wilcox School

5737 Autrey Lane
Oroville, CA 95966
(530) 533-7626
Fax (530) 533-6949

Heather Scott, Principal

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

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

Golden Hills School
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(530) 532-6000
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Kristi Napoli, Principal

REGULAR BOARD MEETING AGENDA

January 28, 2026

District Office Boardroom

7390 Bulldog Way, Palermo, CA 95968

5:00 pm

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

INTRODUCTION

- 1. Call to Order (Time _____)**
- 2. Flag Salute**
- 3. Roll Call**
- 4. Approval of Agenda**

ACTION _____ MOTION _____ SECOND _____ VOTE _____

5. Audience with the Board

Non-Agenda Items:

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

6. Audience with the Board

Agenda Items:

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

7. Tell Me Something Good | Site & Student Recognition

Preschool

On Friday Dec 12. Palermo preschool hosted a family night/ Christmas program. We had 41 families, (approx. 136 people) join us. Families brought a dish that represented their family and Mrs. Rodriguez's son cooked tri tip. The children sang and enjoyed sharing their school friends with their families. We had 3 special guests that came and performed for us. These guests are all former preschool and Palermo students. One is a current 8 grader and a PWE student, and one is the daughter of our preschool staff member.



Helen Wilcox

Finishing 2025 was a fantastic blur at Helen Wilcox! First, a big thank you to teachers, students, and staff for all their hard work putting together the best ever Christmas program - that's what their loved ones said! Our attendance for the 2025 portion of our school year ended at 93.7%. Our second graders had a wonderful day at the Oroville Visitors Center. The weather was perfect for a small hike and learning how water flows through Lake Oroville and the surrounding areas. Mrs. Brothers and Mrs. Wright took their students to River Bend Park to learn about salmon. They really enjoy this field trip as it is outdoors, well organized, and very hands on. This week Oroville Museum Educator / Historian Quinn Neves and Chinese Temple Docent Julia Clay, taught third graders about the Chinese Temple and the influence the Chinese people had on our area. They brought old Oroville photos and some beautiful dresses. This is just an appetizer for the third grade trip to the Chinese Temple in February. Construction is booming right along. We have a roof, sheetrock, and they started putting stucco on - we are very excited to see the progress! Way to be Wildcats!!

Palermo

Palermo ended 2025 on a high note and entered into the New Year with the same energy! In December, our FFA chapter started their first toy drive and donated the gifts to Helen Wilcox for them to

bless students at their site. To end 2025 with strong attendance, our Advisory classes competed in the Biggest Flurry challenge. The goal? To cover our Christmas tree with snowflakes...make a flurrrrrrrrry! Snowflakes were hung on the tree for each day an Advisory class had 100% attendance. Mrs. Maynard's class had the largest flurry with 12 days of 100% attendance in the short month of December! Mr. Grigoruk's band was grooving all the way to the end of 2025! Our annual Winter Concert showcased the talents of our beginning and advanced band students, and they proudly represented Palermo in the Parade of Lights. Our staff and students are bringing in 2026 with the same energy from 2025! Over 300 FFA members participated in our FFA chapter's 4th Annual Buckle Bonanza. Mrs. Maynard and our students did an amazing job hosting this event for chapters near and far to compete in speaking contests. A big THANK YOU to our community that supported this event by volunteering their time to judge the multiple speaking events. Mr. J McCoy also filled our campus with students and families when our chess team hosted a tournament earlier this month. 185 competitors participated in the K12 tournament, but it was our Bulldogs that brought home the 1st place trophy! Ms. Woodbury and the 6th grade team successfully hosted our annual Tomb Night for our 6th grade students and families. The line was long to enter the dark "tombs" to witness the amazing project of our Bulldogs! Here's to ending 2025 strong, and the energy and passion from our team to have a great start into 2026.

8. Consent Agenda

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

Action Items

- a. Minutes of December 17, 2025 Regular Board Meeting.
- b. Warrants of December 1, 2025 through December 31, 2025, 340283-342809, for the amount of \$1,186354.81 Funds 01, 12, 13, 35, 40
- c. Surplus & Obsolete Requests

Request for approval to declare the listed equipment and District property as surplus/obsolete and direct the Superintendent to dispose of these items in accordance with the appropriate methods outlined in Education Code Sections 60500-01, 60510-11, 60520-21, 60530, and Board Policy 3270. Disposal methods may include discarding items at the local dump or donating them to a charitable organization, as the value of the property does not justify the cost of sale. All items listed are valued at less than \$2,500.

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

- 5' Table #3800823

Reports

- a. Events Calendar REFERENCE #1
- b. Palermo Account Ledger | November 1, 2025 – November 28, 2025 REFERENCE #2
- c. Palermo Account Ledger | December 1, 2025 – December 31, 2025 REFERENCE #3
- d. Staff Development Report | December 2025 REFERENCE #4

e. Districtwide Discipline Report | November 2025

REFERENCE #5

f. Districtwide Discipline Report | November 2025

REFERENCE #6

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

REFERENCE #7

h. Enrollment Report | Month Four

REFERENCE #8

CONSENT AGENDA APPROVAL

ACTION____ MOTION____ SECOND____ VOTE____

9. ITEMS REMOVED FROM CONSENT AGENDA

a. ACTION____ MOTION____ SECOND____ VOTE____

b. ACTION____ MOTION____ SECOND____ VOTE____

10. Staff Reports/Business Items

a. It is recommended the 2024-2025 School Accountability Report Card (SARC) for the below schools be approved.

- Honcut Elementary School
- Helen Wilcox Elementary School
- Golden Hills Elementary School
- Palermo Middle School
- Palermo Community Day School

[Available for Review on the District Website](#)

ACTION____ MOTION____ SECOND____ VOTE____

b. It is recommended the contract between California State University, Chico and Palermo Union Elementary School District to provide Paid Internship Services from January 13, 2026 to January 12, 2031, be approved.

ACTION____ MOTION____ SECOND____ VOTE____

REFERENCE #9

- c. It is recommended the 2026-2027 Academic Calendar for Palermo Union Elementary School District be approved.

REFERENCE #10

ACTION_____MOTION_____SECOND_____VOTE_____

- d. It is recommended the 2026-2027 Administrative Calendar for Palermo Union Elementary School District be approved.

REFERENCE #11

ACTION_____MOTION_____SECOND_____VOTE_____

- e. It is recommended the Memorandum of Understanding between Palermo Union Elementary School District and the California School Employees Association and its Palermo Chapter #336 (CSEA) regarding the revision of the Student Information Systems Specialist job description be approved.

REFERENCE #12

ACTION_____MOTION_____SECOND_____VOTE_____

- f. It is recommended that the revision of the Student Information Systems Specialist job description be approved.

REFERENCE #13

ACTION_____MOTION_____SECOND_____VOTE_____

- g. It is recommended that the grant from North Valley Community Foundation in the amount of \$800.00 for the Palermo Union Food Bank be approved.

REFERENCE #14

ACTION_____MOTION_____SECOND_____VOTE_____

- h. It is recommended the Memorandum of Understanding between Palermo Union Elementary School District and the Butte County Office of Education regarding district Wellness Coaches for the 2026-2027 school year be approved.

REFERENCE #15

ACTION_____MOTION_____SECOND_____VOTE_____

- i. It is recommended that board member compensation be increased from \$240.00 per month to \$625.00 per month for board members who attend all meetings (EC35120).

ACTION_____MOTION_____SECOND_____VOTE

- j. It is recommended that Board Resolution No. 26-01, Board Member Compensation Increase, allowing board members to receive monthly compensation of \$625.00 effective February 1, 2026 be approved.

REFERENCE #16

ACTION_____MOTION_____SECOND_____VOTE_____

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

11. Board Policies & Administrative Regulations

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

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

- a. Board Policy 0410 – Nondiscrimination in District Programs and activities
- b. Board Policy 0440 – District Technology Plan
- c. Board Policy 0441 – Artificial Intelligence
- d. Board Policy 1000 – Concepts and Roles
- e. Board Policy 1114 – District Sponsored Social Media
- f. Administrative Regulation 1114 – District Sponsored Social Media
- g. Board Policy 1445 – Response to Immigration Enforcement
- h. Administrative Regulation 1445 – Response to Immigration Enforcement
- i. Board Policy 2120 – Superintendent Recruitment and Selection
- j. Board Policy 7000 – Concepts and Roles
- k. Board Policy 7131 – Relations with Local Agencies
- l. Board Bylaw 9250 – Remuneration, Reimbursement, and Other Benefits
- m. Board Bylaw 9310 – Board Policies
- n. Board Bylaw 9321 – Closed Session
- o. Exhibit 9321 (1) – Closed Session
- p. Exhibit 9321 (2) – Closed Session

The following Board Policy and Administrative Regulation are presented to the Board for consideration of removal.

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

- q. Board Policy 5145.13 – Response to Immigration Enforcement
- r. Administrative Regulation 5145.13 – Response to Immigration Enforcement

12. Correspondence

- a. BCOE Notice of Differentiated Assistance Under LCFF

REFERENCE #17

13. Superintendent's Reports

14. Board Items

CLOSED SESSION (Time _____)

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

OPEN SESSION (Time _____)

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

Certificated

- a. Molly Sasek, Substitute Site Supervisor, District Wide, add to substitute list, effective January 1, 2026.
- b. Lynnette Jensen, Teacher, Helen Wilcox, request for leave of absence, effective January 2, 2026 through June 30, 2026.

- c. Bryan Thao, Certificated Substitute, Districtwide, add to certificated substitute list, effective January 12, 2026.
- d. Marissa Matteucci, Certificated Substitute, Districtwide, add to certificated substitute list, effective January 23, 2026.
- e. Allison York, Certificated Substitute, Districtwide, add to certificated substitute list, effective January 22, 2026.
- f. Brittny Elam, Certificated Substitute, Districtwide, add to certificated substitute list, effective January 23, 2026.
- g. Sophia Cardoza, Certificated Substitute, Districtwide, add to certificated substitute list, effective January 23, 2026.

Classified

- h. Bianca Rodriguez, Instructional Aide, Helen Wilcox School, request to extend unpaid leave from January 16, 2026 through February 6, 2026.
- i. Sedona Haymond, Instructional Aide, Helen Wilcox School, change stipend received from AA to BA effective January 16, 2026.

Resignation/Retirement

- j. Frank Maturino, Certificated Teacher, Palermo Middle School, retirement effective July 1, 2026.

ADJOURNMENT (Time _____)

Palermo Union Elementary School District
Regular Board Meeting Minutes
December 17, 2025
District Office Boardroom
7390 Bulldog Way, Palermo, CA 95968

INTRODUCTION

1. Board President Debbie Hoffman called the meeting to order at 5:00 PM, and welcomed those in attendance.
2. Board President Debbie Hoffman led those in attendance in the flag salute.
3. Members of the Governing Board in attendance were: Debbie Hoffman, Cody Nissen, Justin Younger, and Mark McClaren.

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

4. A motion was made by Cody Nissen, seconded by Justin Younger, recommending the agenda be approved. Debbie Hoffman, Cody Nissen, Justin Younger, and Mark McClaren voted aye. Motion unanimously carried.
5. **Annual Organization of the Governing Board as per Education Code Section 35143:**

The Annual Organizational Meeting ensures the effective governance of the Board by electing officers, setting the schedule for regular meetings, appointing committee roles, and addressing required organizational tasks in compliance with state laws and district policies.

Superintendent Gary Rogers oversaw the election of the President for the term commencing December 17, 2025, and concluding at the next Annual Organizational Meeting in December 2026.

a. **Nominations for President**

Cody Nissen nominated Debbie Hoffman for the position of President of the Palermo Union Elementary School District Governing Board. The nomination received unanimous support, with Cody Nissen, Justin Younger, and Mark McClaren voting aye. As there were no other nominations, Debbie Hoffman was unanimously elected as President of the Governing Board.

b. **Nominations for Vice President**

Justin Younger nominated Cody Nissen for the position of Vice President of the Palermo Union Elementary School District Governing Board. The nomination received

unanimous support, with Debbie Hoffman, Justin Younger, and Mark McClaren voting aye. As there were no other nominations, Cody Nissen was unanimously elected as Vice President of the Governing Board.

c. Nominations for Clerk

Cody Nissen nominated Justin Younger for the position of Clerk of the Palermo Union Elementary School District Governing Board. The nomination received unanimous support, with Debbie Hoffman, Cody Nissen, and Mark McClaren voting aye. As there were no other nominations, Justin Younger was unanimously elected as Clerk of the Governing Board.

- d. Cody Nissen made a motion, seconded by Justin Younger, to appoint Superintendent Gary Rogers as Secretary to the Governing Board. The motion received unanimous approval, with Debbie Hoffman, Cody Nissen, Justin Younger, and Mark McClaren voting aye.
- e. Cody Nissen made a motion, seconded by Justin Younger, to establish the Governing Board's regular meetings on the second and fourth Wednesdays of each month at 5:00 PM. The motion was unanimously approved, with Debbie Hoffman, Cody Nissen, Justin Younger, and Mark McClaren voting aye.

6. **Audience with the Board**

Non-Agenda Items:

No one had business to bring before the Board.

7. **Audience with the Board**

Agenda Items:

No one had business to bring before the Board.

8. **Tell Me Something Good | Site & Student Recognition**

Helen Wilcox

Helen Wilcox is in full holiday mode! Our cafeteria / gymnasium is filled with songs as the grade levels practice for their December 18th programs. Four of our most in need students went holiday shopping with the Oroville Police Department, with their annual Shop with a Cop. Thank you Mrs. Bean for accompanying us, Walmart for hosting, the Oroville Police Department, and all of the generous donors from the Oroville area! Our students were so excited and thoughtful as they shopped for family members before themselves. Parent conferences went well - a big thank you to our teachers and loved ones for making this work and having such good purposeful conversations! The Las

Plumas ASB students came over for a morning of crafts, reading, and activities with our kindergarteners. Our students loved having big buddies on campus and having fun with them. As we Strive for Five days each week of attendance, November saw our attendance rate at 93.7%, for a year to date average of 94.0%. Way to be here students & way to be Wildcats!!

Also, a big wet, muddy heartfelt THANK YOU to Cameron Castillo and his Maintenance & Custodial crew (Specifically Jim Babb, Clyde Davis, Dane Dehoff, & Brandon Lovgren) for getting our water back on line and kids back on campus!!

Golden Hills

Golden Hills made the AGC Arts News!

When this year's fifth graders *started* fourth grade, only **28%** had met the oral reading fluency benchmark. By the end of Trimester 1 this year, **52%** are now meeting the benchmark—even with the benchmark increasing!

At the same time, **52%** of these students originally needed phonics support based on our Phonics Screening Inventory. Now, only **20%** still need phonics support.

This is **remarkable growth** and a direct reflection of our staff's intentional focus on literacy during core instruction and our additional 30-minute intervention block. Thank you for the incredible work you are doing every day!

Palermo Middle School

2025 is ending rapidly, but our Bulldogs are doing great things all the way to the end! A big thank to Mrs. Warner, our Indian Ed teacher, for planning this year's Indian Ed Night for our families throughout the district. We are grateful for the KonKow tribe for demonstrating their traditional dances, and Butte College for their support of this special evening.

Our ASB officers took their hands of service out into the community to volunteer at the Light of Hope to help them get ready for the Christmas season.

Mrs. Maynard's Ag class put on their 2nd Annual Winter Preschool Festival for our Bullpups! The ag room was transformed into a winter wonderland where our Bulldogs led the Bullpups through activities that they had created. Just walking through the door brought such joy! Congratulations to our 6th grade girls' basketball team for winning the championship game to end their successful season! Last Thursday, Mr. Grigoruk and our Beginning and Advanced Bands put on a wonderful winter concert for our families and community. Their talent shined brightly! A BIG thank you to Dane DeHoff, as he has brightened our Bulldog Promise by repainting our four core values (Responsible, Safe, Courteous, Integrity) on the walls of hallway. I am grateful for his time in beautifying our Palermo Campus!

9. Consent Agenda

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

Action Items

- a. Minutes of November 12, 2025 Regular Board Meeting.
- b. Minutes of November 12, 2025 Special Board Meeting
- c. Warrants of November 1, 2025 through November 30, 2025, 338101-340114, for the amount of \$724,016.65, Funds 01, 12, 13, 35, 40.
- d. Surplus & Obsolete Requests

Request for approval to declare the listed equipment and District property as surplus/obsolete and direct the Superintendent to dispose of these items in accordance with the appropriate methods outlined in Education Code Sections 60500-01, 60510-11, 60520-21, 60530, and Board Policy 3270. Disposal methods may include discarding items at the local dump or donating them to a charitable organization, as the value of the property does not justify the cost of sale. All items listed are valued at less than \$2,500.

- Laminator Serial #PDG1265.1
- JVC Cassette Player #013888
- Soundcraft #3141
- Amp #011041
- Sony CD Player #2570

Reports

- e. Events Calendar
- f. Enrollment Report | Month Three
- g. Staff Development Report – November 2025
- h. Palermo Account Ledger – October 1, 2025 to October 31, 2025
- i. Districtwide Discipline Report | October 2025
- j. Donation of a Proform elliptical bike from Richard Rethaford to Palermo Middle School.

11. Items Removed from the Consent Agenda

There were no items removed from the Consent Agenda.

12. Staff Reports/Business Items

- a. First Interim Budget Report presented by Assistant Superintendent Ruthie Anaya.

Assistant Superintendent Ruthie Anaya presented the Board with an overview of the 2025-26. LCFF revenue shows an increase of \$22,536 from the Original 2025-26 budget, as well as an increase in other state funding of \$907,788 due to the inclusion of Student Support, Professional Development Block Grant, and the Learning

Recovery Block Grant. Federal revenues did not change significantly from the original budget. Overall, the first interim budget projects a net decrease of \$1,165,434 due to construction projects and the increase in special education costs. Reserves are projected to be 17.96%

A motion was made by Cody Nissen, seconded by Justin Younger, recommending that the Governing Board approve the First Interim Report for the Fiscal Year 2025-26, along with the Standards and Criteria, and authorize the President of the Governing Board to confirm a positive certification that the Palermo Union Elementary School District can meet its financial obligations for the current fiscal year and the subsequent two fiscal years. Debbie Hoffman, Cody Nissen, Justin Younger, and Mark McClaren voted aye. Motion unanimously carried.

- b. Discussion and review of the Annual Disclosure for Developer Fees (Fund 25) for the Fiscal Year 2025-26.
- c. Discussion regarding Board member compensation.
- d. A motion was made by Cody Nissen, seconded by Justin Younger, recommending that the proposed 2026 Governing Board Meeting Calendar be approved. Debbie Hoffman, Cody Nissen, Justin Younger, and Mark McClaren voted aye. Motion unanimously carried.
- e. A motion was made by Cody Nissen, seconded by Justin Younger, recommending that the Licensing Agreement between the Palermo Union Elementary School District and Document Tracking Services (DTS) be approved. This agreement grants the district a one-year license, commencing January 15, 2026, to use the DTS application for creating, editing, updating, printing, and tracking specific documents. Debbie Hoffman, Cody Nissen, Justin Younger, and Mark McClaren voted aye. Motion unanimously carried.
- f. A motion was made by Cody Nissen, seconded by Justin Younger, recommending that the Agreement between the Palermo Union Elementary School District and San Joaquin County Office of Education for SEIS Billing Services of LEA BOP claims, be approved. Debbie Hoffman, Cody Nissen, Justin Younger, and Mark McClaren voted aye. Motion unanimously carried.
- g. A motion was made by Cody Nissen, seconded by Justin Younger, recommending that the Memorandum of Understanding between the Palermo Union Elementary School District and Butte County Public Health for school based dental services, be approved. Debbie Hoffman, Cody Nissen, Justin Younger, and Mark McClaren voted aye. Motion unanimously carried.
- h. A motion was made by Cody Nissen, seconded by Justin Younger, recommending that the Memorandum of Understanding between the Palermo Union Elementary School District and California Community Colleges Chancellor's Office for the K12 Strong Workforce Program Data Sharing, be approved. Debbie Hoffman, Cody Nissen, Justin Younger, and Mark McClaren voted aye. Motion unanimously carried.

- i. A motion was made by Cody Nissen, seconded by Justin Younger, recommending that Board Resolution No. 25-14 be approved, certifying the submission of the Continued Funding Application (CFA) to the California Department of Social Services (CDSS) for childcare and development services. The resolution also authorizes designated representatives to sign the CFA and all contract documents for the 2026-27 fiscal year. Debbie Hoffman, Cody Nissen, Justin Younger, and Mark McClaren voted aye. Motion unanimously carried.
- j. A motion was made by Cody Nissen, seconded by Justin Younger, recommending that the Helen Wilcox TK/K Change Orders, as detailed in the attached reference, be approved. Debbie Hoffman, Cody Nissen, Justin Younger, and Mark McClaren voted aye. Motion unanimously carried.

Original Contract Amount: \$5,361,085.98

Change Orders: \$27,981.27

Revised Contract Amount: \$5,389,067.25

- k. A motion was made by Justin Younger, seconded by Mark McClaren, recommending that the Honcut Well Project Change Orders, as detailed in the attached reference, be approved. Debbie Hoffman, Justin Younger, and Mark McClaren voted aye. Cody Nissen voted no. Motion carried.

Original Contract Amount: \$1,070,000.00

Change Orders: \$9,929.80

Revised Contract Amount: \$1,079,929.80

- l. A motion was made by Cody Nissen, seconded by Justin Younger, recommending that the Palermo Union Elementary School District participate in the Classified School Employee Summer Assistance Program (CSESAP) and extend the salary benefit option to the bargaining unit, should the program be extended through the 2026-2027 school year, be approved. Debbie Hoffman, Cody Nissen, Justin Younger, and Mark McClaren voted aye. Motion unanimously carried.
- m. There were no comments from the California School Employees Association, Bargaining Unit 366.
- n. There were no comments from the Palermo Teachers Association Bargaining Unit (PTA/CTA/NEA).

13. Board Policies & Administrative Regulations

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

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

- a. A motion was made by Cody Nissen, seconded by Justin Younger, recommending that revised Board Policy 2110 – Superintendent Responsibilities and Duties, be approved (first, second and final reading). Debbie Hoffman, Cody Nissen, Justin Younger, and Mark McClaren voted aye. Motion unanimously carried.
- b. A motion was made by Cody Nissen, seconded by Justin Younger, recommending that new Board Policy 5141.52a – Suicide Prevention Student Version K-6, be approved (first, second and final reading). Debbie Hoffman, Cody Nissen, Justin Younger, and Mark McClaren voted aye. Motion unanimously carried.
- c. A motion was made by Cody Nissen, seconded by Justin Younger, recommending that revised Administrative Regulation 5145.7 – Sexual Harassment is presented to the Board for first, be approved (first, second and final reading). Debbie Hoffman, Cody Nissen, Justin Younger, and Mark McClaren voted aye. Motion unanimously carried.
- d. A motion was made by Cody Nissen, seconded by Justin Younger, recommending that revised Exhibit 5145.71 – Title IX Sexual Harassment Complaint Procedures, be approved (first, second and final reading). Debbie Hoffman, Cody Nissen, Justin Younger, and Mark McClaren voted aye. Motion unanimously carried.
- e. A motion was made by Cody Nissen, seconded by Justin Younger, recommending that revised Administrative Regulation 6164.6 – Identification and Education Under Section 504, be approved (first, second and final reading). Debbie Hoffman, Cody Nissen, Justin Younger, and Mark McClaren voted aye. Motion unanimously carried.

14. **Superintendent's Reports**

Superintendent, Gary Rogers, reported on the launch of new School Site Leadership Teams (SSLTs) at each school site. These teams are being implemented to strengthen Multi-Tiered System of Supports (MTSS) and Community Schools work at the school level. SSLTs have completed initial training, established team structures, and begun using staff, student, and family input to identify school strengths and shared priorities. The purpose of SSLTs is to use schoolwide data to guide decision-making, ensure strong Tier 1 instruction for all students, and elevate student, family, and community voices. This work is intended to foster a collaborative culture focused on supporting the whole child and helping all students thrive.

Superintendent Rogers recognized the maintenance team for their quick response in locating and repairing a water leak at Helen Wilcox School. Due to their prompt action, the issue resulted in only one day of missed school, which could have been significantly longer without their efforts.

Superintendent Rogers summarized the results of the recent FPM review. The district received a total of six findings: five in Education Equity and one in English Learner programs. No findings were identified in Expanded Learning Programs or Student

Support and Academic Enrichment. All findings must be resolved within 60 calendar days, by January 19, 2026, with corrective actions implemented districtwide and sustained moving forward. The district will need to apply for an extension related to the ELAC requirements and LGBTQ training.

15. Board Items

None.

CLOSED SESSION

The Board recessed into Closed Session at 5:52 p.m. to discuss the following:

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

OPEN SESSION

The Board reconvened into Open Session at 6:32 p.m.

ACTION ITEMS

None.

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

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

Classified

- a. Dakota Jimenez, Instructional Aide TK-8, Golden Hills, Class 12, Step 2, transfer Instructional Aide position from Helen Wilcox to Golden Hills effective November 13, 2025.
- b. Lacey Leonard, Substitute Instructional Aide, District Wide, add to classified sub list, effective October 27, 2025.

- c. Lacey Leonard, Instructional Aide, Helen Wilcox, Class 7, Step 3, 3.50 hours per day, hire as an Instructional Aide effective November 13, 2025.
- d. Maria Garcia, Instructional Aide Tk-8, Unpaid Leave of Absence, effective January 5, 2026 through January 26, 2026.
- e. Tiffany Pettengill, Substitute Cafeteria Helper, Palermo School, add to classified sub list, effective December 8, 2025.
- f. Tiffany Pettengill, Cafeteria Helper, Palermo School, Class 4, Step 7, 3.0 hours per day, hire as a Cafeteria Helper effective December 18, 2025.

ADJOURNMENT

Board President Debbie Hoffman declared the meeting adjourned at 6:32 p.m.

Respectfully submitted,

Gary Rogers
Secretary of the Governing Board

Checks Dated 12/01/2025 through 12/31/2025

Check Number	Check Date	Pay to the Order of	Fund-Object	Expensed Amount	Check Amount
3005-340283	12/02/2025	Tuato'o, Mary	01-4300		460.65
3005-340284	12/02/2025	Gutierrez, Nancy A	01-4300		186.56
3005-340285	12/02/2025	Bidlack, Seth A	01-4300		904.67
3005-340286	12/02/2025	Addams, Daylyn	01-4300		109.49
3005-340287	12/02/2025	Heras Aispuro, Estela	12-5200		169.27
3005-340288	12/02/2025	Smithey, William D	01-4300		51.96
3005-340289	12/02/2025	Greathouse, Kelsi L	01-4300		36.68
3005-340290	12/02/2025	Hartman, Annemarie	01-4300		65.01
3005-340291	12/02/2025	Crabtree, Susan M	01-4300		160.25
3005-340292	12/02/2025	95 PERCENT HOLDCO LP	01-5200		6,000.00
3005-340293	12/02/2025	A Z BUS SALES INC	01-4300		288.71
3005-340294	12/02/2025	ADVANTAGE THERAPY SERVICES HALEY WILLIS	01-5800		8,522.28
3005-340295	12/02/2025	AMAZON FULLFILLMENT SERVICES	01-4300	2,337.80	
			01-5300	843.27	
			12-4300	2,500.89	
			12-4315	87.84	
			12-4333	14.28	
			12-4351	49.21	
			12-4353	856.88	
			13-4300	198.17	6,888.34
3005-340296	12/02/2025	BETTER DEAL EXCHANGE	01-4300	89.86	
			12-4300	11.76	
			13-4300	31.21	132.83
3005-340297	12/02/2025	CALIF DEPARTMENT OF EDUCATION	01-8660		1,818.11
3005-340298	12/02/2025	CALIFORNIA OCCUPATIONAL MEDICAL PROFESSIONALS	01-5851		320.00
3005-340299	12/02/2025	CDW GOVERNMENT	01-4300		5,927.23
3005-340300	12/02/2025	CHICO SPEECH LANGUAGE CENTER	01-5800		19,954.62
3005-340301	12/02/2025	COLLECTIVE IMPACT SOLUTIONS	01-5800		4,950.00
3005-340302	12/02/2025	COX GLASS COMPANY	01-4300		473.99
3005-340303	12/02/2025	DANNIS WOLIVER KELLEY	01-5830		2,957.50
3005-340304	12/02/2025	DAWSON OIL	01-4309		3,789.71
3005-340305	12/02/2025	DEL MAR RENTALS AND LANDSCAPE SUPPLY	01-4300		248.00
3005-340306	12/02/2025	DEP OF INDUSTRIAL RELATIONS	01-5800		125.00
3005-340307	12/02/2025	DEPARTMENT OF JUSTICE ACCOUNT OFFICE	01-5853		854.00
3005-340308	12/02/2025	DOCUMENT TRACKING SERVICES	01-5800		2,475.00
3005-340309	12/02/2025	EAGLE ARCHITECTS	40-5840		1,840.00
3005-340310	12/02/2025	FORTUNA UNION HIGH SCHOOL DIST	01-5200		325.00
3005-340311	12/02/2025	GOLD STAR FOODS	13-4300	52.94	
			13-4700	4,706.04	
			13-4720	118.80	

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Checks Dated 12/01/2025 through 12/31/2025

Check Number	Check Date	Pay to the Order of	Fund-Object	Expensed Amount	Check Amount
3005-340311	12/02/2025	GOLD STAR FOODS	13-5800	100.20	4,977.98
3005-340312	12/02/2025	HOUSERS MUSIC	01-4300		207.55
3005-340313	12/02/2025	CHALK SPINNER KODO KIDS	12-4300		64.95
3005-340314	12/02/2025	LAKESHORE LEARNING MATERIALS	12-4300		273.73
3005-340315	12/02/2025	NICHOLS MELBURG & ROSETTO	35-6210		11,492.50
3005-340316	12/02/2025	NV5	35-6280	3,111.65	
			40-6280	4,068.40	7,180.05
3005-340317	12/02/2025	OFFICE DEPOT	01-4300		744.72
3005-340318	12/02/2025	OREILLY AUTOMOTIVE STORES INC	01-4300		121.94
3005-340319	12/02/2025	PACE ANALYTICAL	01-5503		367.60
3005-340320	12/02/2025	PACIFIC GAS AND ELECTRIC CO	01-5502		1,461.68
3005-340321	12/02/2025	PAWAR TRANSPORTATION	01-5800		5,250.00
3005-340322	12/02/2025	PRO PACIFIC FRESH CHICO PRODUCE INC	13-4300	40.00	
			13-4700	7,643.69	7,683.69
3005-340323	12/02/2025	PRODUCERS DAIRY FOODS	13-4700		7,360.34
3005-340324	12/02/2025	RALEY'S - IN STORE CHARGE	01-4300		139.13
3005-340325	12/02/2025	RECOLOGY BUTTE COLUSA COUNTIES	01-5504		1,025.04
3005-340326	12/02/2025	SAN JOAQUIN CNTY OFFICE OF ED COUNTY SCHOOLS SERVICE FUND	01-5800		1,563.00
3005-340327	12/02/2025	SCHOOLS EXCESS LIABILITY FUND	01-5450		41,046.03
3005-340328	12/02/2025	HD SUPPLY/HOME DEPOT PRO	01-4300	1,818.20	
			13-4300	84.59	1,902.79
3005-340329	12/02/2025	SYSCO FOOD SVCS OF SACRAMENTO	01-4300	497.18	
			13-4300	720.89	
			13-4700	3,629.81	4,847.88
3005-340330	12/02/2025	T-MOBILE	01-5900		585.80
3005-340331	12/02/2025	TRANSFORMATIVE READING TEACHER	01-5800		4,125.00
3005-340332	12/02/2025	VELOCITY ATHLETICS	01-4300	1,447.30	
			Unpaid Tax	110.30-	1,337.00
3005-340333	12/02/2025	VERIZON WIRELESS SERVICES	01-5900		435.46
3005-340334	12/02/2025	VOLTAGE SPECIALISTS	01-5800		2,481.00
3005-341127	12/09/2025	FRANK MATURINO	01-5800		2,856.00
3005-341128	12/09/2025	AMAZON FULLFILLMENT SERVICES	01-4300	2,475.58	
			12-4333	67.31	2,542.89
3005-341129	12/09/2025	ASPIRE SPEECH THERAPY	01-5800		9,212.61
3005-341130	12/09/2025	AT&T	01-5900		605.06
3005-341131	12/09/2025	At&t	01-5900		379.15
3005-341132	12/09/2025	BETTER DEAL EXCHANGE	01-4300		38.87
3005-341133	12/09/2025	BLUE OAK MOBILE LIVESCAN KATIE CARMICHAEL BUELL	01-5853		360.00
3005-341134	12/09/2025	Chico Jr High School Basketball Club	01-5800		175.00
3005-341135	12/09/2025	CLEAR TECH ENVIRONMENTAL	01-5800		675.00

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Checks Dated 12/01/2025 through 12/31/2025

Check Number	Check Date	Pay to the Order of	Fund-Object	Expensed Amount	Check Amount
3005-341136	12/09/2025	COGENT SOLUTIONS & SUPPLIES	01-4300	1,056.13	
			13-4300	322.81	1,378.94
3005-341137	12/09/2025	CRESCENT CITY JAYCEES	01-5800		250.00
3005-341138	12/09/2025	GLOBAL OFFICE	01-4300		93.10
3005-341139	12/09/2025	GOLD STAR FOODS	13-4300	67.76	
			13-4700	3,650.64	3,718.40
3005-341140	12/09/2025	HOBBS PEST SOLUTIONS INC	01-5505		389.00
3005-341141	12/09/2025	MD INSPECTIONS	40-6290		3,840.00
3005-341142	12/09/2025	ODYSSEY TEAMS	01-4300		671.35
3005-341143	12/09/2025	OFFICE DEPOT	01-4300	528.04	
			12-4300	251.32	779.36
3005-341144	12/09/2025	OREILLY AUTOMOTIVE STORES INC	01-4300	325.40	
			01-4335	10.80	336.20
3005-341145	12/09/2025	PACIFIC GAS AND ELECTRIC CO	01-5502		27,499.29
3005-341146	12/09/2025	PAWAR TRANSPORTATION	01-5800		4,250.00
3005-341147	12/09/2025	POWERSCHOOL GROUP LLC	01-5854		2,137.69
3005-341148	12/09/2025	PRO PACIFIC FRESH CHICO PRODUCE INC	13-4700		4,741.62
3005-341149	12/09/2025	RALEYS - IN STORE CHARGE	01-4300		139.13
3005-341150	12/09/2025	RECOLOGY BUTTE COLUSA COUNTIES	01-5504		1,025.04
3005-341151	12/09/2025	RISING STAR SPED ACADEMY	01-5100		9,760.50
3005-341152	12/09/2025	SCHOLASTIC TEACHER EDUCATION	01-4300		277.21
3005-341153	12/09/2025	SHARPS LOCKSMITHIG GARAGE DOOR	01-4300		741.63
3005-341154	12/09/2025	MICHAEL BUTLER SIERRA WATER UTILITY	01-5503		202.09
3005-341155	12/09/2025	SOUTH FEATHER WATER POWR AGNCY	01-5503		491.32
3005-341156	12/09/2025	SUNSET VIEW CITRUS WILLIAM & ETHEL REID	13-4700		270.00
3005-341157	12/09/2025	SYSCO FOOD SVCS OF SACRAMENTO	13-4300	270.94	
			13-4700	803.73	1,074.67
3005-341158	12/09/2025	UNITED BUILDING CONTRACTORS	35-6200		736,467.30
3005-341159	12/09/2025	VERIZON WIRELESS SERVICES	01-5900		105.32
3005-341160	12/09/2025	VOLTAGE SPECIALISTS	01-5800		800.00
3005-341161	12/09/2025	Fairbanks, Rebecca A	01-4300		84.30
3005-341162	12/09/2025	Ronan, Terra R	01-4300		263.15
3005-341163	12/09/2025	Johnson, Anna M	01-4300		38.94
3005-341164	12/09/2025	Smith, Chelsea L	01-4300		296.77
3005-341165	12/09/2025	Anaya, Ruth E	01-4300		134.46
3005-341166	12/09/2025	Addams, Daylyn	01-4300		151.79
3005-341167	12/09/2025	Mann, Ayla G	01-4300		28.13
3005-341168	12/09/2025	Santos, Kristyn N	01-4300		83.74
3005-341169	12/09/2025	Maynard, Aimee S	01-4300		517.93
3005-341423	12/11/2025	Gutierrez, Nancy A	01-4300		19.75

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Checks Dated 12/01/2025 through 12/31/2025

Check Number	Check Date	Pay to the Order of	Fund-Object	Expensed Amount	Check Amount
3005-341424	12/11/2025	US BANK	01-4300	1,489.39	
			01-4333	126.63	
			01-5200	750.00	
			01-5800	1,584.73	
			12-4300	55.27	4,006.02
3005-341751	12/16/2025	AMAZON FULLFILLMENT SERVICES	01-4300		819.98
3005-341752	12/16/2025	BETTER DEAL EXCHANGE	01-4300		10.47
3005-341753	12/16/2025	CHANGE ACADEMY AT LAKE OZARKS	01-5100		24,963.60
3005-341754	12/16/2025	CONSOLIDATED ELECTRICAL DIST	01-4300		172.12
3005-341755	12/16/2025	CREATIVE IMAGING CENTER	01-4300		1,545.81
3005-341756	12/16/2025	CRESCO EQUIPMENT RENTALS ATTN: ACCOUNTS RECEIVABLE	01-4300		371.27
3005-341757	12/16/2025	DEPARTMENT OF SOCIAL SERVICES MS 9-3-67	12-5809		484.00
3005-341758	12/16/2025	Discount School Supply	12-4300		4,011.30
3005-341759	12/16/2025	GOLD STAR FOODS	13-4300	309.42	
			13-4700	2,884.21	3,193.63
3005-341760	12/16/2025	HD SUPPLY	01-4300	1,826.00	
			12-4300	58.95	1,884.95
3005-341761	12/16/2025	MJB WELDING SUPPLY INC	01-4300		12.30
3005-341762	12/16/2025	OFFICE DEPOT	01-4300		1,812.28
3005-341763	12/16/2025	OREILLY AUTOMOTIVE STORES INC	01-4300		5.73
3005-341764	12/16/2025	PACE ANALYTICAL	01-5503		215.60
3005-341765	12/16/2025	PACE ENGINEERING	40-6210		15,637.56
3005-341766	12/16/2025	PITNEY BOWES PURCHASE POWER	01-5602		652.68
3005-341767	12/16/2025	PRO PACIFIC FRESH CHICO PRODUCE INC	13-4700		2,983.51
3005-341768	12/16/2025	PRODUCERS DAIRY FOODS	13-4700		3,303.38
3005-341769	12/16/2025	SUNSET VIEW CITRUS WILLIAM & ETHEL REID	13-4700		351.00
3005-341770	12/16/2025	SYSKO FOOD SVCS OF SACRAMENTO	13-4300	462.63	
			13-4700	1,116.29	1,578.92
3005-341771	12/16/2025	CHOOSE WELL GROUP MISTER BROWN	01-4300		138.00
3005-341772	12/16/2025	T-MOBILE	01-5900		555.80
3005-341773	12/16/2025	Cole, Carol J	01-4300		32.16
3005-341774	12/16/2025	Maturino, Frank L	01-4300		384.68
3005-341775	12/16/2025	Rodriguez, Ronda L	12-4300		458.83
3005-341776	12/16/2025	Beard, Janine M	01-4300		213.94
3005-341777	12/16/2025	Brothers, Victoria L	01-4300		167.94
3005-341778	12/16/2025	Heras Aispuro, Estela	12-4300		16.20
3005-341779	12/16/2025	Warner, Kristina N	01-4300		47.79
3005-341780	12/16/2025	Greathouse, Kelsi L	01-4300		121.20
3005-341781	12/16/2025	Wright, Jennifer L	01-4300		199.36
3005-341782	12/16/2025	Mann, Ayla G	01-4300		28.12

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Checks Dated 12/01/2025 through 12/31/2025

Check Number	Check Date	Pay to the Order of	Fund-Object	Expensed Amount	Check Amount
3005-341783	12/16/2025	Sandoval-Cantu, Karina	12-4300		153.74
3005-341784	12/16/2025	Hogue, Rhiannon M	12-4300		108.20
3005-341785	12/16/2025	Gomez, Nicole A	01-4300		174.00
3005-341786	12/16/2025	Langone, Emilee B	01-4300		25.97
3005-341787	12/16/2025	Coon, Jessica L	01-5200		108.25
3005-341788	12/16/2025	Madison, Elizabeth M	01-5200		205.10
3005-341789	12/16/2025	Rogers, Gary	01-5200		236.32
3005-341790	12/16/2025	Maynard, Aimee S	01-4300		117.26
3005-341791	12/16/2025	Davis, Maverick	01-4300		135.63
3005-342312	12/18/2025	LYNANN PILLEY	01-5800		202.78
3005-342617	12/23/2025	Dudley, Donna E	01-5200		92.40
3005-342618	12/23/2025	Turner, Jamie M	01-4300		254.09
3005-342619	12/23/2025	Duggins, Jodie R	12-4300		181.26
3005-342620	12/23/2025	Grigoruk, Scott P	01-4300		40.97
3005-342621	12/23/2025	Heras Aispuro, Estela	12-4300		6.37
3005-342622	12/23/2025	Hartman, Annemarie	01-4300		143.40
3005-342623	12/23/2025	Russell, Kristen N	01-4300	247.82	
			01-5200	308.28	556.10
3005-342624	12/23/2025	Leonard, Tracy L	01-5854		175.00
3005-342625	12/23/2025	ACSA	01-5300		1,000.00
3005-342626	12/23/2025	AMAZON FULLFILLMENT SERVICES	01-4300	2,715.42	
			12-4300	234.44-	
			13-4300	669.91	3,150.89
3005-342627	12/23/2025	BIGGS ELEMENTARY SCHOOL	01-5800		200.00
3005-342628	12/23/2025	BROOKES PUBLISHING	12-4300		119.50
3005-342629	12/23/2025	Butte County Enviro Health	13-5800		803.00
3005-342630	12/23/2025	CALIFORNIA OCCUPATIONAL MEDICAL PROFESSIONALS	01-5851		160.00
3005-342631	12/23/2025	CANON FINANCIAL	01-5602	9,339.75	
			12-5602	968.96	10,308.71
3005-342632	12/23/2025	COALITION ADEQUATE SCHL HOUSE	01-5300		559.00
3005-342633	12/23/2025	COLLECTIVE IMPACT SOLUTIONS	01-5800		12,870.00
3005-342634	12/23/2025	CREATIVE IMAGING CENTER	01-4300		1,441.90
3005-342635	12/23/2025	DAWSON OIL	01-4309		1,194.57
3005-342636	12/23/2025	DEL MAR RENTALS AND LANDSCAPE SUPPLY	01-4300		76.80
3005-342637	12/23/2025	DEPARTMENT OF JUSTICE ACCOUNT OFFICE	01-5853		365.00
3005-342638	12/23/2025	EWELL EDUCATION SERVICES	01-5800		247.00
3005-342639	12/23/2025	WHEATLAND BEAR RIVER FFA	01-5800		100.00
3005-342640	12/23/2025	FLIPPEN GROUP CAPTURING KIDS HEARTS	01-5200		1,100.00
3005-342641	12/23/2025	GLOBAL OFFICE	01-4300		170.43
3005-342642	12/23/2025	GOLD STAR FOODS	13-4700	17,524.63	
			13-4720	267.30	17,791.93
3005-342643	12/23/2025	HD SUPPLY	01-4300		2,331.84

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Checks Dated 12/01/2025 through 12/31/2025

Check Number	Check Date	Pay to the Order of	Fund-Object	Expensed Amount	Check Amount
3005-342644	12/23/2025	JS RAIN GUTTERS JAVIER SANCHEZ GARCIA	01-6200		4,210.00
3005-342645	12/23/2025	MARIA D ROMERO	12-4300		173.75
3005-342646	12/23/2025	METAL WORKS	01-4300		35.97
3005-342647	12/23/2025	MJB WELDING SUPPLY INC	01-4300		275.98
3005-342648	12/23/2025	NCBOA CHARLES THOMPSON	01-5800		1,014.00
3005-342649	12/23/2025	NV5	35-6280	583.90	
			40-6280	3,942.85	4,526.75
3005-342650	12/23/2025	OREILLY AUTOMOTIVE STORES INC	01-4300		378.13
3005-342651	12/23/2025	PRO PACIFIC FRESH CHICO PRODUCE INC	13-4300	120.00	
			13-4700	4,896.12	5,016.12
3005-342652	12/23/2025	PRODUCERS DAIRY FOODS	13-4700		2,993.49
3005-342653	12/23/2025	RP VENTURE GROUP	01-9500	19,200.00	
			35-6290	18,000.00	37,200.00
3005-342654	12/23/2025	SAN JOAQUIN CNTY OFFICE OF ED COUNTY SCHOOLS SERVICE FUND	01-5800		742.00
3005-342655	12/23/2025	SUNSET VIEW CITRUS WILLIAM & ETHEL REID	13-4700		351.00
3005-342656	12/23/2025	TRANSFORMATIVE READING TEACHER	01-5200		4,125.00
3005-342805	12/30/2025	Maturino, Frank L	01-4300		528.46
3005-342806	12/30/2025	Dolan, Shereen T	01-4300		213.22
3005-342807	12/30/2025	Grigoruk, Scott P	01-5200		343.00
3005-342808	12/30/2025	Madison, Elizabeth M	01-5200		56.00
3005-342809	12/30/2025	Maynard, Aimee S	01-4300		271.98
Total Number of Checks				184	<u><u>1,186,354.81</u></u>

Fund Recap

Fund	Description	Check Count	Expensed Amount
01	GeneralFund	147	302,721.55
12	ChildDevelopmentFund	21	10,909.33
13	CafeteriaSpecialRevenueFund	23	73,850.07
35	CountySchoolFacilitiesFund	5	769,655.35
40	SpecResCapitalOutlayFund	5	29,328.81
Total Number of Checks		184	1,186,465.11
Less Unpaid Tax Liability			110.30-
Net (Check Amount)			<u><u>1,186,354.81</u></u>

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EVENTS CALENDAR

PALERMO UNION ELEMENTARY SCHOOL DISTRICT

Date	Event	Location	Time
January 14, 2026	Regular Board Meeting	District Boardroom	5:00 PM
January 19, 2026	Martin Luther King Day (No students, teachers or staff)		
January 28, 2025	Regular Board Meeting	District Boardroom	5:00 PM
February 11, 2026	Regular Board Meeting	District Boardroom	5:00 PM
February 13-20, 2026	Intersession (No students, teachers or 10-month employees)		
February 12, 2026	Lincoln's Birthday (No students, teachers or staff)		
February 16, 2026	President's Day (No students, teachers or staff)		
February 25, 2026	Regular Board Meeting	District Boardroom	5:00 PM
March 11, 2026	Regular Board Meeting	District Boardroom	5:00 PM
March 25, 2026	Regular Board Meeting	District Boardroom	5:00 PM
April 6-10, 2026	Easter Break (No students, teachers or 10-month employees)		
April 16, 2026	Open House	Palermo Middle School	5:30 PM
April 22, 2026	Regular Board Meeting	District Boardroom	5:00 PM
May 13, 2026	Regular Board Meeting	District Boardroom	5:00 PM
May 14, 2026	Spring Band Concert	Palermo Middle School	6:00 PM
May 25, 2026	Memorial Day (No students, teachers or staff)		
May 27, 2026	Regular Board Meeting	District Boardroom	5:00 PM
June 4, 2026	8th Grade Graduation	Palermo Middle School	9:00 AM
June 10, 2026	Regular Board Meeting	District Boardroom	5:00 PM
June 19, 2026	Juneteenth (No students, teachers or staff)		
June 17, 2026	Regular Board Meeting	District Boardroom	5:00 PM
June 24, 2026	Regular Board Meeting	District Boardroom	5:00 PM
July 8, 2026	Regular Board Meeting	District Boardroom	5:00 PM
July 22, 2026	Regular Board Meeting	District Boardroom	5:00 PM

August 12, 2026	Regular Board Meeting	District Boardroom	5:00 PM
August 26, 2026	Regular Board Meeting	District Boardroom	5:00 PM
September 9, 2026	Regular Board Meeting	District Boardroom	5:00 PM
September 23, 2026	Regular Board Meeting	District Boardroom	5:00 PM
October 14, 2026	Regular Board Meeting	District Boardroom	5:00 PM
October 28, 2026	Regular Board Meeting	District Boardroom	5:00 PM
November 11, 2026	Veteran's Day (No students, teachers or staff)		
November 18, 2026	Regular Board Meeting	District Boardroom	5:00 PM
December 16, 2026	Annual Organizational Meeting	District Boardroom	5:00 PM

		MONTH:	Nov 1 - Nov 28, 2025			
	BEG BAL	RECEIPTS	DISBURSEMENTS	TRNFS	FEE/SVC CH	ENDING BAL
Account Name						
PACE	\$535.68					\$535.68
102 PAL ST BODY	\$8,874.08		(\$288.53)			\$8,585.55
202 SPORTS	\$1,802.21	\$90.00				\$1,892.21
203 Boys Bball	\$1,731.83	\$134.00				\$1,865.83
204 Girls Bball	\$48.54					\$48.54
205 REFEREE	\$0.00					\$0.00
300 Yearbook	\$6,564.92					\$6,564.92
402 PAL LIBRARY	\$1,156.25					\$1,156.25
502 BAND	\$6,919.79		(\$35.00)			\$6,884.79
505 DRILL TEAM	\$303.11					\$303.11
506 6TH GRADE	\$1,376.13					\$1,376.13
507 7TH GRADE	\$1,086.75					\$1,086.75
509 8TH GRADE	\$2,232.48					\$2,232.48
511 CLUB LIVE	\$4,684.23					\$4,684.23
512 CHESS CLUB	\$290.22					\$290.22
513 FFA	\$7,342.65	\$5,885.00	(\$3,525.72)			\$9,701.93
514 Floral	\$14,978.16	\$365.00	(\$2,078.05)			\$13,265.11
Undeposited Funds	\$225.00					\$225.00
	\$60,152.03					\$60,698.73

DEC. 1 - DEC. 31st

		MONTH:	Nov 1 - Nov 28, 2025			
	BEG BAL	RECEIPTS	DISBURSEMENTS	TRNFS	FEE/SVC CHG	ENDING BAL
Account Name						
PACE	535.68					\$535.68
102 PAL ST BODY	8585.55	\$16.00				\$8,601.55
202 SPORTS	1892.21	\$26.00				\$1,918.21
203 Boys Bball	1865.83	\$828.00	(\$710.45)			\$1,983.38
204 Girls Bball	48.54	\$211.50				\$260.04
205 REFEREE	0					\$0.00
300 Yearbook	6564.92					\$6,564.92
402 PAL LIBRARY	1156.25					\$1,156.25
502 BAND	6884.79					\$6,884.79
505 DRILL TEAM	303.11					\$303.11
506 6TH GRADE	1376.13					\$1,376.13
507 7TH GRADE	1086.75					\$1,086.75
509 8TH GRADE	2232.48	\$2,380.00	(\$1,270.91)			\$3,341.57
511 CLUB LIVE	4684.23		(\$118.72)			\$4,565.51
512 CHESS CLUB	290.22	\$100.00				\$390.22
513 FFA	9701.93	\$105.00	(\$1,233.53)			\$8,573.40
514 Floral	13265.11	\$255.00	(\$2,869.64)			\$10,650.47
Undeposited Funds	225					\$225.00
	60698.73					\$58,416.98

STAFF DEVELOPMENT REPORT
December 2025
All totals are approximates.

NSRC Text Set			
J Wright			
Webinar			
12/2/25, 12/16/25			
	Fund: N/A		\$0.00
John Maxwell IMC			
Napoli			
Dallas, TX			
3/15-3/18/26			
	Fund: 7811		\$2306.20
CAHPERD			
D Gutierrez, Coleman			
Oakland			
02/25-02/28/26			
	Fund: 4035		\$2019.37
Enrolling Families Between Two Departments			
Heras			
Webinar			
12/17/25			
	Fund: 6105		\$154.00
Hmong History & Cultural Studies Conference			
C Thao, Furr, J Wright			
Chico, CA			
2/27-2/28/26			
	Fund: 4035		\$292.00
Head Start Annual Conference			
Heras			
Ontario, CA			
02/09-02/10/26			
	Fund: 5245		\$1425.69
Raise			
Webb, Napoli, Johnson			
San Diego, CA			
01/21-01/22/26			
	Fund: 6332		\$1002.62

Legal Pro-Tips & Hot Topics for 2026

Madison

Webinar

02/18/26

Fund: 6500

\$75.00

PALERMO UNION SCHOOL DISTRICT
DISTRICT-WIDE DISCIPLINE REPORT:

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

PALERMO UNION SCHOOL DISTRICT
DISTRICT-WIDE DISCIPLINE REPORT:

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

PALERMO UNION SCHOOL DISTRICT
DISTRICT-WIDE DISCIPLINE REPORT:

INFRACTION	Number of referrals to AEP	TK	K	1	2	3	4	5	6	7	8
Grounds for Suspension/Expulsion											
(a) (1) Caused, attempted to cause, or threatened to cause physical injury to another person.			1	5	1		6	9		5	5
(a) (2) Willfully used force or violence upon the person of another, except in self-defense.											
(b) Possessed, sold or otherwise furnished any firearm, knife, explosive, or other dangerous object without written permission from a certificated employee and concurrence by the principal or his Designee.											
(c) Unlawfully possessed, used, sold, or otherwise furnished or been under the influence of any controlled substance, alcoholic beverage, or intoxicant of any kind.											
(d) Unlawfully offered or arranged or negotiated to sell any controlled substance, an alcoholic beverage, or intoxicant of any kind, and then sold, delivered or otherwise furnished to any person another liquid substance, or material and represented the liquid, substance or material as a controlled substance, alcoholic beverage, or intoxicant.											
(e) Committed or attempted to commit robbery or extortion.											
(f) Caused or attempted to cause damage to school property or private property.											1
(g) Stole or attempted to steal school property or private property.						1	1				
(h) Possessed or used tobacco.								1	2	2	2
(i) Committed an obscene act or engaged in habitual profanity or vulgarity.			1								
(j) Unlawfully offered, arranged or negotiated to sell any drug paraphernalia.								2	8	3	5
(k) Disrupted school activities or otherwise willfully defied the valid authority of supervisors, teachers, administrators, or other school personnel engaged in the performance of their duties.					2	2					
(l) Knowingly received stolen school property or private property.							4	7			
(m) Possessed an imitation firearm.											
(n) Committed or attempted to commit a sexual assault or committed a sexual battery.											
(o) Harassed, threatened, or intimidated a pupil who is a complaining witness or witness in a school disciplinary proceeding for the purpose of either preventing that pupil from being a witness, or retaliating against that pupil for being a witness, or both.											
(r) Engaged in an act of bullying, including bullying committed through electronic means.											
(48900.2) Sexual Harassment (Excluding grades K-3, inclusive)											
(48900.3) Causing, threatening to cause or participating in an act of hate violence. (Excluding grades K-3, inclusive)											
(48900.4) Intentionally engaged in harassment, threats, or intimidation, directed against a pupil or group of pupils, that is sufficiently severe or pervasive to have the actual and reasonably expected effect of materially disrupting class work, creating substantial disorder, and invading the rights of that pupil or group of pupils by creating an intimidating or hostile education environment. (A pupil or pupils enrolled in any of grades 4-12, inclusive.)											
.7 Made terroristic threats against school officials or school property.											
Total Number of Incidents	0	2	5	3	3	11	19	10	11	12	

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

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

SUMMARY OF BUS VIOLATIONS

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

PALERMO UNION SCHOOL DISTRICT
DISTRICT-WIDE DISCIPLINE REPORT:

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

PALERMO UNION SCHOOL DISTRICT DISTRICT-WIDE DISCIPLINE REPORT:

PALERMO UNION SCHOOL DISTRICT
DISTRICT-WIDE DISCIPLINE REPORT:

INFRACTION	Number of referrals to AEP	TK	K	1	2	3	4	5	6	7	8
Grounds for Suspension/Expulsion											
(a) (1) Caused, attempted to cause, or threatened to cause physical injury to another person.			1	2	2	1	2	2	3	4	
(a) (2) Willfully used force or violence upon the person of another, except in self-defense.											
(b) Possessed, sold or otherwise furnished any firearm, knife, explosive, or other dangerous object without written permission from a certificated employee and concurrence by the principal or his Designee.											
(c) Unlawfully possessed, used, sold, or otherwise furnished or been under the influence of any controlled substance, alcoholic beverage, or intoxicant of any kind.											
(d) Unlawfully offered or arranged or negotiated to sell any controlled substance, an alcoholic beverage, or intoxicant of any kind, and then sold, delivered or otherwise furnished to any person another liquid substance, or material and represented the liquid, substance or material as a controlled substance, alcoholic beverage, or intoxicant.											
(e) Committed or attempted to commit robbery or extortion.											
(f) Caused or attempted to cause damage to school property or private property.								1			
(g) Stole or attempted to steal school property or private property.							1				1
(h) Possessed or used tobacco.											1
(i) Committed an obscene act or engaged in habitual profanity or vulgarity.	3				1		2			1	
(j) Unlawfully offered, arranged or negotiated to sell any drug paraphernalia.											
(k) Disrupted school activities or otherwise willfully defied the valid authority of supervisors, teachers, administrators, or other school personnel engaged in the performance of their duties.		1	1	2		1	13	4	7	2	
(l) Knowingly received stolen school property or private property.											
(m) Possessed an imitation firearm.											
(n) Committed or attempted to commit a sexual assault or committed a sexual battery.											
(o) Harassed, threatened, or intimidated a pupil who is a complaining witness or witness in a school disciplinary proceeding for the purpose of either preventing that pupil from being a witness, or retaliating against that pupil for being a witness, or both.											
(r) Engaged in an act of bullying, including bullying committed through electronic means.											
(48900.2) Sexual Harassment (Excluding grades K-3, inclusive)											
(48900.3) Causing, threatening to cause or participating in an act of hate violence. (Excluding grades K-3, inclusive)											
(48900.4) Intentionally engaged in harassment, threats, or intimidation, directed against a pupil or group of pupils, that is sufficiently severe or pervasive to have the actual and reasonably expected effect of materially disrupting class work, creating substantial disorder, and invading the rights of that pupil or group of pupils by creating an intimidating or hostile education environment. (A pupil or pupils enrolled in any of grades 4-12, inclusive.)											
.7 Made terroristic threats against school officials or school property.											
Total Number of Incidents	0	5	3	4	2	5	17	7	12	4	

PALERMO UNION SCHOOL DISTRICT
DISTRICT-WIDE DISCIPLINE REPORT:

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

SUMMARY OF BUS VIOLATIONS

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



Williams Lawsuit Settlement Quarterly Report on Uniform Complaints 2025-2026

DISTRICT NAME Palermo Union Elementary School District	DATE January 15, 2026
PERSON COMPLETING THIS FORM Jessica Coon	TITLE Executive Assistant

Quarter Covered by This Report (Check One Below):

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

DATE REPORT WAS PRESENTED TO THE GOVERNING BOARD AT A REGULARLY SCHEDULED MEETING January 28, 2025

Please Check the Box That Applies:

- No complaints were filed with any school in the district during the quarter indicated above.
- Complaints were filed with schools in the district during the quarter indicated above. The following chart summarizes the nature and resolution of these complaints:

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

PRINT NAME OF DISTRICT SUPERINTENDENT Gary Rogers	
SIGNATURE OF DISTRICT SUPERINTENDENT	
	DATE January 5, 2026

Submit the Quarterly Summary via email to tnordstrom@bcoe.org

Quarterly Report on Williams Uniform Complaints

[Education Code § 35186(d)]

District: Palermo Union Elementary School District

Person completing this form: Jessica Coon

Title: Executive Assistant

Quarterly Report Submission Date:

(check one)

July 2025

October 2025

January 2026

April 2026

Date for information to be reported publicly at governing board meeting:

Please check the box that applies:

No complaints were filed with any school in the district during the quarter indicated above.

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

General Subject Area	Total # of Complaints	# Resolved	# Unresolved
Textbooks and Instructional Materials			
Teacher Misassignments or Vacancies			
Facilities Conditions			
TOTALS			

Print Name of District Superintendent: Gary Rogers

Signature of District Superintendent: 

Date: January 5, 2026

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



PALERMO UNION SCHOOL DISTRICT ENROLLMENT REPORT			
MONTH FOUR	ENROLLMENT PERIOD 10/27/25-11/21/25		
TK		4TH GRADE	
Gutierrez, N	20	Borquez	26
Lewis	16	Collins	24
Teer	20	Dailey	28
Villa	15	Langone	28
	71	Smith	26
		TOTAL	132
KINDERGARTEN			
Adams	20	5TH GRADE	
Fairbanks	24	Benson	28
Hughes	19	Corkin	28
Kassel	21	Russell	29
Neville	22	Robertson	28
Turner	21	Sharp	29
Butler - Honcut	2	TOTAL	142
TOTAL	129		
1ST GRADE		6TH GRADE	
Addams	22	Aplustill	17
Dolan	22	Cotter	19
Fox	22	Jacobs	18
Mann	22	McCoy, Alfred	18
Santos	21	McCoy, Andrew	19
Thao	21	McCoy, Stephanie	17
Butler - Honcut	6	Quezada	18
TOTAL	136	Woodbury	20
		TOTAL	146
2ND GRADE		7TH GRADE	
Bidlack	24	Crabtree	16
Brenner	22	Davis	18
Cole	23	Gomez	17
Hartman	23	Greathouse	19
Ronan	22	Maynard	17
Ruff	23	Schmidt	18
Butler - Honcut	5	Slaten	17
TOTAL	142	Smithey	17
		TOTAL	139
3RD GRADE		8TH GRADE	
Allsup	23	Barcelos	19
Brothers	21	Fox	20
Galev	21	Kubecki	20
Leonard	20	Maturino	22
Mattern	21	Osmun	19
Wright	22	Wood	20
Butler - Honcut	2	Wright	22
TOTAL	130	TOTAL	142
SPECIAL EDUCATION		COMMUNITY DAY SCHOOL	
Fischer- K- Wilcox	2	Sasaki	4
Fischer- 1- Wilcox	1	TOTAL	4
Fischer- 2- Wilcox	0		
Fischer- 3- Wilcox	0		
Crabtree - 3 Wilcox	0		
Beard -4- Golden Hills	0		
Tauao'o -5- Golder	0		
Andracchio -6- Pali	0		
Rogers -7- Palermc	0		
Crabtree -8- Palerr	0		
TOTAL	3		
		HOME STUDY (FTI)	
		Palermo	10
		Wilcox	1
		Golden Hills	1
		Honcut	0
		TOTAL	12
		INDEPENDENT STUDY	
		Palermo	7
		Wilcox	4
		Golden Hills	2
		Honcut	0
		TOTAL	13
COMMUNITY DAY SCHOOL		4	
HONCUT SCHOOL		15	
PALERMO SCHOOL		444	
HELEN WILCOX SCHOOL		601	
GOLDEN HILLS SCHOOL		277	
TOTAL		1341	

California State University, Chico
School of Education
Paid Internship Agreement

This agreement is between Palermo Union Elementary School District

("Agency") and California State University, Chico ("University"), who may be referred to collectively as the parties. The Agency is authorized under Education Code 44320 et seq., to cooperate with institutions of higher education in providing training and experience to credential candidates who hold an intern credential or are participating in an alternative paid internship position ("Paid Intern"). This Agreement describes and confirms the expectations and responsibilities of the Parties regarding the Program through which University students who hold an intern credential from the California Commission on Teacher Credentialing or are participating in an alternate paid internship position ("Paid Interns") will gain experience in the public-school setting. University employs one or more experienced credentialed teachers, administrators, or doctoral candidates who have agreed to provide direct classroom supervision and support to Paid Interns and Local Support Teachers. Such individuals may be referred to below as *University Supervisors*.

I. TERM OF THE AGREEMENT

- A. This Agreement shall remain in effect for a term of five (5) years beginning 1/13/2026 and ending 1/12/2031, unless terminated sooner. Either party may terminate this Agreement on 30 days' written notice to the other party.

II. RECITALS

- A. University operates a program for the education and training of candidates pursuing a California Preliminary Education Specialist (Mild to Moderate Support Needs and Extensive Support Needs) Teaching Credential, and Preliminary Multiple Subject Teaching Credential or Preliminary Single Subject Teaching Credential with English Learner Authorization (ELA) and is accredited by the California Commission on Teacher Credentialing (CTC) with approval to offer intern options in these programs.

III. CTC REQUIREMENTS FOR SUPPORT AND SUPERVISION OF INTERN TEACHERS

- A. In 2013, the California Commission on Teacher Credentialing (CTC) adopted policies that specify the number of hours of general support and supervision, as well as additional specific English Learner support and supervision, which must be provided to Paid Interns. The regulations (California Education Code §44321; 5 Cal. Code Reg. § 80033) were approved and made part of law effective 2014.
- B. Under the approved regulations, the University and Agency must:
1. Identify a Local Support Teacher or other designated individual who meet the CTC's specified criteria prior to a Paid Intern's start date.
 2. Provide a minimum of 144 hours per year (72 hours per semester) of support/mentoring and supervision must be provided to each Paid Intern including coaching, modeling, and demonstrating within the classroom, assistance with course planning and problem-solving regarding students, curriculum, and development of effective teaching methodologies.
 - a. A minimum of 4.5 hours of support/mentoring and supervision must be provided to an intern teacher every five instructional days.

- b. If the agency is supporting an Education Specialist Intern, then they will support the intern candidate in completion of the 200 hour additionally required by the CTC.
3. Provide an additional 45 hours per year (23 hours per semester) of support/mentoring and supervision specific to meeting the needs of English Learners is required for a Paid Intern who enters the program. The additional hours of support can be provided by the credential program and/or the agency employed Local Support Teacher. The individual(s) providing this support must hold a valid California Teaching Credential with a valid English Learner Authorization.
 - a. A minimum of 1.44 hours of support/mentoring and supervision specific to English Learners must be provided to the Paid Intern every five instructional days.
 - b. More information regarding the types of activities that count towards these support hours may be found at:
 - 1) Multiple and Single Subject: <https://docs.google.com/spreadsheets/d/1W3irDmApIDRrnOOLyEaqY1XTTFnyChmG9Ghu948tp0/edit#gid=0>
 - 2) Education Specialist: https://docs.google.com/spreadsheets/d/1ies6Gb5UEaEBLHG0G8_e9kZrv1d9FLwPrm1fbbncTQ/edit#gid=0
4. As per California Education Code section 44462, the site must meet the minimum salary specifications for an intern and may reduce the intern's salary by up to one-eighth to offset intern support.

IV. AGENCY AND/OR SCHOOL ADMINISTRATOR RESPONSIBILITIES:

- A. Agency must meet the requirements for the teaching position. The position must be:
 1. in a public-school agency, county office of education or public charter school;
 2. a regular teaching position authorized by the standard credential which the credential candidate is pursuing;
 3. does not displace any certificated employees in the school agency;
 4. is at least 50% (0.5 FTE) or greater for employment;
 5. must have at least 15 students in the classroom for general education settings unless the candidate receives pre-approval by the appropriate Program Coordinator for a smaller classroom size and not applicable for special education settings;
 6. is supported by the local bargaining unit representing agency teachers;
 7. is assigned a reasonable teaching load for a teacher-in-training and protected from extracurricular and case-overload demands.
- B. Agency will submit to University's School of Education a *School Agency Letter of Intent to Hire* (Exhibit A). Visit University School of Education's website <http://www.csuchico.edu/soe/internship-information/index.shtml> for more information.
- C. Agency is required to provide each Paid Intern with a certified, experienced agency-employed Local Support Teacher. The Local Support Teacher must:

1. hold valid clear or life California teaching credential and valid English Learner Authorization that authorizes them for the subject and services they are providing (credential subject area must align with the subject area being pursued by the intern; teachers with preliminary credentials are ineligible),
 2. have a minimum of three years of successful K-12 teaching experience,
 3. be recognized and recommended by the site administrator as a qualified and effective teacher,
 4. be an effective communicator and collaborator with other professional teachers, and
 5. commit to creating a diverse, democratic, and socially responsible society in which every student is valued.
 6. Not present a conflict of interest between the school administration, local support teacher and/or intern. Any potential conflict of interest must be disclosed.
- D. Agency will identify an agency-employed Local Support Teacher, and will complete the *Local Support Teacher Information Form* (Exhibit B). Form will be submitted to University's School of Education prior to the Paid Intern's start date.
- E. Agency will provide the approved Local Support Teacher with this document, so they are aware of their responsibilities to support the Intern prior to the start of the semester.
- F. Agency will immediately notify University if the Agency has knowledge of or suspects any professional or ethical violations by a Paid Intern. University will cooperate with the Agency in any investigation concerning the reported violation.
- G. Agency will pay University a sum of \$1,300 per semester per Paid Intern.
- H. Agency is required to provide up to one day release time and compensation per semester for Paid Intern to work on the Teacher Performance Assessment (TPA). The TPA is a state-mandated assessment of teaching performance required for attainment of a preliminary teaching credential in the state of California. Allowing time to write and complete the work will help the Paid Intern pass the TPA and obtain their credential on time.
- I. Allowing time to write and complete the work helps candidates pass the TPA to be recommended for their preliminary credential on time. If the candidate doesn't complete and/or pass, and the employer decides to extend their internship because of the outstanding requirement it will cost the agency additional funds.
- J. Agency will instruct Paid Intern in school policies regarding child abuse reporting, sexual harassment and professional conduct.
- K. Agency will notify the University of any changes in employment or within the Internship documents during the internship; This includes, but not limited to:
1. Termination or leaving from the position
 2. Change in type of classroom being taught (Ex. Grade level)
 3. Change in Local Support Teacher
- L. Release the intern from employment if the School of Education determines that the terms of the internship are not being met.

V. UNIVERSITY DUTIES

- A. University will work collaboratively with the Agency's Human Resource Department, School Site Administration, and staff in the assignment of the Paid Intern placement.
- B. Where required, University will guarantee that Paid Interns have met California Commission for Teacher Credentialing (CTC) requirements for an Intern Credential (Certificate of Clearance, Basic Skills, Subject Matter Competence, U.S. Constitution) and University requirements (satisfactory completion of course work that meets the CTC pre-service requirements prior to recommending the candidate for an Intern Credential).
- C. University will provide a description of the courses to be completed within two years by the Paid Intern, a plan for the completion of the pre-service or other clinical training including student teaching, and guidance regarding the completion of other requirements necessary for the preliminary credential, if applicable;
- D. University will assign a University Supervisor who, in collaboration with the Local Support Teacher, will guide the Paid Intern with completion of all required Clinical Practice program-specific documents. This includes conducting observations of teaching at least six times during the semester(s) and leading required conferences each semester.
- E. University Supervisor along with the Local Support Teacher will provide Paid Intern with 72 hours of support/mentoring and 23 hours of additional English Learner training each academic term as required by the Commission on Teacher Credentialing. .
- F. University Supervisor will confer as needed with the site administration and agency-employed Local Support Teacher through meetings, telephone calls, and/or e-mail to provide support for Paid Intern's overall success.
- G. University will immediately notify appropriate Agency and site administration if University administration has knowledge of or suspects any professional or ethical violations by a Paid Intern. Agency will cooperate with University in any investigation concerning the reported violation.
- H. University will guarantee that the Paid Intern and the University Supervisor have appropriate finger printing and background check clearance.
- I. University will instruct Paid Interns in *California Department of Education Child Abuse Identification & Reporting Guidelines*.
- J. For each Paid Intern Agency employs, University will invoice Agency in December, for the fall semester, and May, for the spring semester. Agency will pay University within 30 days of receipt of invoice.

VI. AGENCY DISCRETION

- A. It is at the sole discretion of the Agency to hire a University candidate for a Paid Intern position and to terminate the assignment in accordance with Agency policies and procedures. The Agency will notify the University of any review that could result in termination. The University will notify the CTC to withdraw the intern credential of a Paid Intern who is terminated by the Agency.

VII. LIABILITY INSURANCE & WORKERS' COMPENSATION

- A. The University shall take out and maintain a "claims-made" policy of general liability and

professional liability insurance (including personal injury with limits not less than \$1 million per loss and damage to property of others up to \$5,000 per incident), with extended reporting period of three (3) years, covering Paid Interns, and naming Agency as an additional named insured under such insurance policy or policies. Further, University agrees to maintain professional and comprehensive general liability insurance with no exclusion for molestation or abuse at a minimum of Five Million Dollars (\$5,000,000) per occurrence and Twenty Million Dollars (\$20,000,000) in aggregate throughout the course of this Agreement.

- B. Further, University shall provide written notice that should any of the above described policies be cancelled before the expiration thereof, notice will be delivered in accordance with the policy provisions. University also agrees to maintain statutory Workers' Compensation coverage on any individuals considered as employees of University working at Agency pursuant to this Agreement at all times during the course of this Agreement.
- C. University shall provide certificates evidencing all coverage referred to in this Section within thirty (30) days of execution of this Agreement and thereafter, on an annual basis. If the coverage is on a claims-made basis, University hereby agrees that not less than thirty (30) days prior to the effective date of termination of University's current insurance coverage or termination of this Agreement, University shall either purchase three (3) year tail coverage per claim or provide proof of continuous coverage in the above stated amounts for all claims arising out of incidents occurring prior to termination of University's current coverage or prior to termination of this Agreement, as applicable, and provide Agency a certificate of insurance evidencing such coverage.
- D. The University is permissibly self-insured through the State of California for automobile liability.
- E. The Agency shall maintain automobile liability, general liability, workers' compensation and errors and omissions liability coverages for themselves and their respective employees. Errors or omissions liability coverage shall include coverage for negligence relating to alleged sexual misconduct and shall be on an occurrence basis. Automobile liability coverage must apply to owned, non-owned and hired automobiles. The required coverage may be provided by way of adequately documented individual or pooled self-insurance.
- F. The Agency shall be named as an additional insured or covered party on the liability coverages maintained by the University, and such coverages shall be primary to any coverages maintained by the Agency. Limits of liability for each type of liability coverage shall be at least \$2 million per claim per occurrence/ \$4 million aggregate.
- G. Agency shall maintain workers' compensation coverage applicable to its employees, including Paid Interns.

VIII. INDEMNIFICATION

- A. University shall defend, indemnify, and hold Agency and its officials, employees and agents, harmless from and against any and all liability, loss, expense, attorneys' fees, or claims for injury or damages arising out of the performance of this Agreement, but only in proportion to and to the extent such liability, loss, expense, attorneys' fees, or claims for injury or damages are caused by or result from the negligent or intentional acts or omissions of University, its officials, agents, or

employees.

- B. Agency shall defend, indemnify and hold University, its officials, employees and agents, harmless from and against any and all liability, loss, expense, attorneys' fees, or claims for injury or damage arising out of the performance of this Agreement but only in proportion to and to the extent such liability, loss, expense, attorneys' fees, or claims for injury or damages are caused by or result from the negligent or intentional acts or omissions of Agency, its officials, agents, or employees.

IX. ADDITIONAL PROVISIONS

- A. Nothing contained in this Agreement shall be deemed or construed to create a joint venture, partnership, principal-agent or employment relationship between the parties and neither party shall have the authority to bind the other party for any purpose.
- B. This Agreement and the rights and obligations of the parties shall be governed and construed by the laws of the State of California. Any lawsuit concerning or arising out of this Agreement shall venue in the county where the Agency is located.
- C. This Agreement supersedes all prior and contemporaneous agreements and understandings between the parties, both oral and written, with respect to its subject matter and constitutes the complete agreement and understanding between the parties, unless modified in a writing executed by both parties.
- D. In the event of a dispute between the parties arising from this Agreement, the parties agree to mediate the dispute before initiating litigation. The Parties agree that with regard to any dispute or claim related to this Agreement, prior to the initiation of a lawsuit or other legal action, they shall and must, in good faith, submit the claim or dispute to mediation with any mutually agreeable neutral. The costs of the neutral will be split equally between the Parties. The prevailing party shall be entitled to recovery from the losing party the prevailing party's reasonable expenses (attorney fees and costs) incurred in the lawsuit or legal action as allowed by law.
- E. If any provision of this Agreement is determined to be invalid or unenforceable, that provision shall be amended to achieve as nearly as possible the same effect as the original provision, and the remainder of this Agreement shall remain in full force and effect.
- F. No delay or failure by either party to act in the event of a breach or default hereunder shall be construed as a waiver of that or any succeeding breach or a waiver of the provision itself.
- G. This Agreement may be executed in any number of counterparts, each of which shall be an original as against any party whose signature appears and all of which together shall constitute one agreement.

X. NOTICES

Any notice required to be given pursuant to the terms and provisions of this Agreement shall be in writing and shall be sent first class mail to the following addresses:

| For the University:

California State University, Chico
Procurement & Contract Services
400 W. 1st St.
Chico, CA 95929-0244

For the Agency:

Palermo Union Elementary School District
7390 Bulldog Way
Palermo, CA 95968
530-533-4842

- XI. THIS AGREEMENT may at any time be altered, changed, or amended by mutual consent of the parties in writing.

IN WITNESS WHEREOF, this Agreement has been executed by and on behalf of the parties hereto, the day and year first above written.

California State University, Chico	Palermo Union Elementary School District
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By:

Name: Deborah Summers

Title: Associate Dean

College of Communication and Education

By: Gary Rogers
Gary Rogers (Jan 5, 2026 10:40:30 PST)

Name: Gary Rogers

Title: Superintendent

By:

Name: Amber Marquiss

Title: Procurement Specialist

**Palermo Union Elementary School District
2026-2027 School Calendar**

July 2026						
		M	T	W	TH	F
3	Independence Day Holiday			1	2	[3]
		6	7	8	9	10
		13	14	15	16	17
		20	21	22	23	24
		27	28	29	30	31

August 2026		17 /180				
		M	T	W	TH	F
3-5	Teacher Inservice Day/No Students					
4	Back to School Night (Palermo School)	3	4	5	6	7
5	Back to School Night	10	11	12	13	14
6	First Day of School	17	18	19	20	21
		24	25	26	27	28

September 2026		39 /180				
		M	T	W	TH	F
7	Labor Day Holiday	31	1	2	3	4
11	Progress Reports	[7]	8	9	10	11
		14	15	16	17	18
		21	22	23	24	25
		28	29	30		

October 2026		55 /180				
		M	T	W	TH	F
5-9	October Break				1	2
12	Teacher Inservice Day/No Students	5	6	7	8	9
19	End of 1st Trimester	12	13	14	15	16
		19	20	21	22	23
		26	27	28	29	30

November 2026		70 /180				
		M	T	W	TH	F
11	Veterans Day	2	3	4	5	6
16-20	Parent-Teacher Conferences/ Minimum Day 1.5 hrs	9	10	[11]	12	13
23-27	Thanksgiving Break	(16)	(17)	(18)	(19)	(20)
26-27	Thanksgiving Holiday	23	24	25	[26]	[27]
		30				

December 2026		84 /180				
		M	T	W	TH	F
18	Minimum Day 1.5 hrs		1	2	3	4
21-31	Winter Break	7	8	9	10	11
24	Christmas Eve	14	15	16	17	(18)
25	Christmas Day	21	22	23	[24]	[25]
31	New Year's Eve	28	29	30	[31]	

10/31	End of 1st Trimester (56)	3/6	End of 2nd Trimester (66)	6/5	End of 3rd Trimester (58) = Total 180
[]	= Holiday (All Employees)	□	= Teacher Inservice Day/No Students	*	= Campus Event

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
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PALERMO UNION ELEMENTARY SCHOOL DISTRICT

2026-2027 SCHOOL YEAR

MONTH	M	T	W	Th	F	EVENT	DAY	CUM
	JUL			1	2	3	Jul 3	Independence Day Holiday (all employees)
		6	7	8	9	10		
		13	14	15	16	17		
		20	21	22	23	24		
		27	28	29	30	31		
1st	AUG	[3]	[4]	[5]	6	7	Aug 3-5	Teacher Inservice Days (no students)
		10	11	12	13	14	Aug 5	Back to School Night Palermo
		17	18	19	20	21	Aug 6	Back to School Night
		24	25	26	27	28	Aug 7	First Day of School
								17 17
2nd	SEP	31	1	2	3	4	Sep 7	Labor Day (all employees)
		7	8	9	10	11		
		14	15	16	17	18		
		21	22	23	24	25		
								19 36
3rd	OCT	28	29	30	1	2	Oct 5 - Oct 9	Oct Break (no students, teachers or 10 month employees)
		5	6	7	8	9	Oct 12	Teacher Inservice Day (no students)
		[12]	13	14	15	16		
		19	20	21	22	23		
								14 50
4th	OCT	26	27	28	29	30	Oct 30	End of 1st Trimester
	NOV	2	3	4	5	6		
		9	10	11	12	13	Nov 11	Veterans Day (all employees)
		16	17	18	19	20	Nov 17-21	Parent-Teacher Conference Week (Minimum Day 1.5 hrs)
							Nov 20	P-1
								19 69
5th	NOV	23	24	25	26	27	Nov 23-27	Thanksgiving Break (no students, teachers or 10 month employees)
	DEC	30	1	2	3	4	Nov 25	In Lieu of Adm Day (No students, teachers or 10-mo emp)*
		7	8	9	10	11	Nov 26-27	Thanksgiving Holiday (all employees)
		14	15	16	17	18	Dec 18	Minimum Day 1.5 hrs
		21	22	23	24	25	Dec 21-Jan 1	Christmas Break (no students, teachers or 10 month employees)
		28	29	30	31	1	Dec 24-25	Christmas Holiday (all employees)
							Dec 31-Jan 1	New Year's Holiday (all employees)
								15 84
6th	JAN	4	5	6	7	8		
		11	12	13	14	15		
		18	19	20	21	22	Jan 18	Martin Luther King Day (all employees)
		25	26	27	28	29		
								19 103
7th	FEB	1	2	3	4	5	Feb 12	Lincoln's Birthday (all employees)
		8	9	10	11	12	Feb 15	President's Day (all employees)
		15	16	17	18	19	Feb 12-19	February Break (no students, teachers or 10 month employees)
		22	23	24	25	26		
								14 117
8th	MAR	1	2	3	4	5	Mar 5	End of 2nd Trimester
		8	9	10	11	12		
		15	16	17	18	19		
		22	23	24	25	26	Mar 26	P-2
								20 137
9th	MAR	29	30	31	1	2	Mar 29 - Apr 2	Easter Break (no students, teachers or 10 month employees)
	APR	5	6	7	8	9		
		12	13	14	15	16		
		19	20	21	22	23		
								15 152
10th	APR	26	27	28	29	30		
	MAY	3	4	5	6	7		
		10	11	12	13	14		
		17	18	19	20	21	May 21	Minimum Day 1.5 hrs
								20 172
11th	MAY	24	25	26	27	28	May 28	Minimum Day 1.5 hrs
	JUNE	31	1	2	3	[4]	May 31	Memorial Day (all employees)
		7	8	9	10	11	Jun 3	8th Grade Graduation/End of 3rd Trimester/Minimum Day 1.5 hrs
		14	15	16	17	18	Jun 4	Teacher Inservice Day (no students)
		21	22	23	24	25	Jun 18	Juneteenth Holiday (all employees)
		28	29	30				8 180

 Legal Holiday Break/Intersession (no students, teachers or 10 month employees)

[] Teacher Inservice Day (no students) Unless Otherwise indicated, every Friday is a 1 hour early dismissal

No Minimum Days for Community Day School

*As per negotiated agreement, 12 month employees choose 1 floating holiday, with approval

**MEMORANDUM OF UNDERSTANDING
BETWEEN**
THE CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION and its PALERMO #366
(together, "CSEA")
AND THE
PALERMO UNION SCHOOL DISTRICT ("District")

The Palermo Union School District ("District") and the California School Employees Association and its Palermo Chapter #366 ("CSEA"; together the "Parties") have met and enter into this Memorandum of Understanding ("Agreement") regarding District request to:

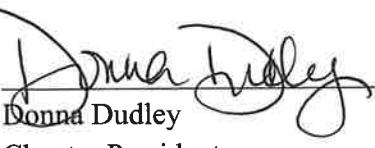
1. The Parties agree to revise the Student Information Systems Specialist job description. The job description for the Student Information Systems Specialist classification is attached.

This Agreement shall be in effect upon ratification by both Parties.



Gary Rogers
Superintendent
Palermo Union School District

Date: 12/9/25



Donna Dudley
Chapter President
Palermo #366

Date: 12/9/25



Kim Howell
Labor Relations Representative
California School Employees Association

Date: 12/9/25

PALERMO UNION ELEMENTARY SCHOOL DISTRICT
JOB DESCRIPTION

STUDENT INFORMATION SYSTEMS SPECIALIST
(Classified)

SALARY LEVEL:	Class 20	DIVISION:	Classified
DEPARTMENT:	District Office	LOCATION:	District Office
REPORTS TO	Chief Business Official		
APPROVED BY:	Board of Trustees	DATE:	June 18, 2025

PURPOSE

The purpose of this document is to list a limited number of duties typically performed by a person in the classification cited above as well as certain requirements necessary to perform these duties. It is not intended to be a complete list of duties nor requirements, but rather, examples by which to select and compensate classified employees in a fair and reasonable manner.

SUMMARY

Under the direction of the Superintendent or Assistant Superintendent, Business Services (CBO), the Student Information Systems Specialist coordinates, administers, maintains and monitors the District's information systems. The Specialist facilitates the District's student and staff data submissions to CALPADS, enrollment and attendance submissions to the State and all other associated programs and databases. Information Systems support includes, but is not limited to, Student Information Systems (SIS), SEIS, CALPADS databases, and other information systems. Provide training and assistance to system users concerning system operations, software applications and malfunctions; provide for the effective and efficient storage, retrieval, customization and reporting of student data. Support the special education coordinator on department needs.

ESSENTIAL DUTIES AND RESPONSIBILITIES

1. Perform a variety of specialized duties to assure proper operation of assigned Student Information System (SIS); monitor and modify existing programs to improve reporting, record maintenance and assure compliance with established laws, codes, rules and regulations; integrate new software with existing computer systems. Maintain accurate student databases, including but not limited to SEIS, SIS, CALPADS, Catapult and all other reporting systems.
2. Coordinate the District's data collection, submission and certification to the State's student, assessment, attendance and staffing information reporting systems (including but not limited to CALPADS)

PALERMO UNION ELEMENTARY SCHOOL DISTRICT
STUDENT INFORMATION SYSTEMS SPECIALIST
PAGE ~ 2 ~

3. Provide SIS direction and support to District and administrative staff; provide SIS technical and other end-user support; support all data requests; develop and implement reporting procedures to meet district needs; review and validate reports such as English learner, foster youth and free or reduced-price meal eligible pupil data, ensure the data is reported accurately according to the most current state reporting requirements.
4. Identify and resolve data integrity problems, monitor, maintain and update databases for accuracy, consistency and standardization of all data.
5. Serve as the central coordinator for the District's Student Information System, maintain current knowledge of State and Federal sources of data.
6. Collect, reconcile and submit student attendance information to the State.
7. Establish attendance calendars and maintain all program codes in the student information systems to ensure proper collection and recording of program attendance.
8. Maintain permanent records of student enrollment and attendance to assist with the District's external audit process.
9. Works with administrators to establish and monitor Palermo Union standards for databases such as Powerschool, SEIS, and CALPADS; collaborates with staff to ensure uniformity of applications from site to site so that accurate and consistent data are available to Palermo Union.
10. Coordinate and conduct individual and group training sessions to assure employee understanding of student information system software applications; prepare related support materials; determine and respond to district training needs; respond to inquiries and provide information concerning data processing and reporting procedures, issues, and requirements.
11. Provide staff development and technical support in the use of student information systems and provide support with the input of data for various mandated program requirements.
12. Communicate with staff, administrators, and various outside agencies to exchange information, coordinate activities, and resolve issues or concerns related to assigned computer systems.
13. Maintain carious records related to assigned activities; ability to properly store data and pull for auditors, if needed.
14. Attend conferences, meetings and trainings as needed to remain current with laws, regulations and requirements for collection and reporting of all student and staff data.
15. ~~Support Special Education Coordinator with department needs; provide clerical support; Correspondence and answering all incoming calls; Maintain accurate and complete specific case load files; Maintain all special education program records in compliance with State, Federal and District guidelines; Assist with annual transition IEPs; Provide administrative support to program director including confidential files.~~
16. Attend meetings as needed for various District committees.
17. Perform a variety of general clerical tasks, including greeting the public, answering telephones and operating standard office equipment as needed to support the District Office.

PALERMO UNION ELEMENTARY SCHOOL DISTRICT
STUDENT INFORMATION SYSTEMS SPECIALIST

PAGE ~ 3 ~

KNOWLEDGE AND ABILITIES

Knowledge of:

- Principles, practices, and techniques used in the development, maintenance, and modification of information data systems.
- Student database systems and software applications utilized by the district.
- Principles, methods and procedures of operating computers and peripheral equipment
- Record retrieval and storage systems
- Basic instructional methods and techniques
- Preparation, maintenance, verification and processing of student/staff records and reports
- Technical aspects of education software
- Mathematical computations and ability to manipulate data in Microsoft Excel

Ability to:

- Work with detailed information/data and maintain accuracy.
- Maintain deadlines, set priorities, monitor completion of projects, identify problems and report progress to the supervisor.
- Communicate effectively both orally and in writing, in an open, friendly, business-like manner, with the general public and District personnel.
- Establish and maintain cooperative and effective working relationships with others.
- Understand and follow oral and written directions.
- Meet schedules and time lines.
- Write routine correspondence.
- Proofread documents and correct any misuse of grammar, spelling, punctuation, etc.
- Work on a variety of tasks simultaneously with frequent interruption.
- Maintain highest degree of confidentiality regarding sensitive information.
- Utilize computer for a wide variety of applications.
- Perform all tasks without close supervision.
- Maintain accurate and complete records and reports.
- Read, interpret, apply and explain rules, regulations, policies and procedures.
- Operate a computer, typewriter, fax machine, calculator, ten-key adding machine, and copier.

PALERMO UNION ELEMENTARY SCHOOL DISTRICT
STUDENT INFORMATION SYSTEMS SPECIALIST
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EDUCATION AND EXPERIENCE:

- Any combination equivalent to 4 years related experience and/or training in which demonstrates the ability to perform the duties and responsibilities as described. A typical qualifying background would include progressively responsible experience in MIS and or student information systems or equivalent combination of education and experience. Experience in a school setting is highly desirable.

LICENSES:

- Typing certificate: 45 WPM net.
- Computer skills in Word and Excel.

PHYSICAL DEMANDS: The physical demands described are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to sit, use hands to manipulate, handle or feel objects, tools, or controls; hearing and speaking to exchange information in person or on the telephone; seeing to assure accuracy of letters/documents/data. The employee is frequently required to walk, and reach with hands and arms to retrieve and store files. The employee is occasionally required to stand; climb or balance; and stoop, kneel, and crouch.

The employee must occasionally lift and/or move up to 25 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, and the ability to adjust focus.

WORK ENVIRONMENT: The work environment characteristics described are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee occasionally works near moving mechanical parts.

The noise level in the work environment is usually moderate.

PALERMO UNION ELEMENTARY SCHOOL DISTRICT

STUDENT INFORMATION SYSTEMS SPECIALIST

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PALERMO UNION ELEMENTARY SCHOOL DISTRICT
JOB DESCRIPTION

STUDENT INFORMATION SYSTEMS SPECIALIST
(Classified)

SALARY LEVEL:	Class 20	DIVISION:	Classified
DEPARTMENT:	District Office	LOCATION:	District Office
REPORTS TO	Chief Business Official		
APPROVED BY:	Board of Trustees	DATE:	

PURPOSE

The purpose of this document is to list a limited number of duties typically performed by a person in the classification cited above as well as certain requirements necessary to perform these duties. It is not intended to be a complete list of duties nor requirements, but rather, examples by which to select and compensate classified employees in a fair and reasonable manner.

SUMMARY

Under the direction of the Superintendent or Assistant Superintendent, Business Services (CBO), the Student Information Systems Specialist coordinates, administers, maintains and monitors the District's information systems. The Specialist facilitates the District's student and staff data submissions to CALPADS, enrollment and attendance submissions to the State and all other associated programs and databases. Information Systems support includes, but is not limited to, Student Information Systems (SIS), SEIS, CALPADS databases, and other information systems. Provide training and assistance to system users concerning system operations, software applications and malfunctions; provide for the effective and efficient storage, retrieval, customization and reporting of student data. Support the special education coordinator on department needs.

ESSENTIAL DUTIES AND RESPONSIBILITIES

1. Perform a variety of specialized duties to assure proper operation of assigned Student Information System (SIS); monitor and modify existing programs to improve reporting, record maintenance and assure compliance with established laws, codes, rules and regulations; integrate new software with existing computer systems. Maintain accurate student databases, including but not limited to SEIS, SIS, CALPADS, Catapult and all other reporting systems.
2. Coordinate the District's data collection, submission and certification to the State's student, assessment, attendance and staffing information reporting systems (including but not limited to CALPADS)

PALERMO UNION ELEMENTARY SCHOOL DISTRICT

STUDENT INFORMATION SYSTEMS SPECIALIST

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3. Provide SIS direction and support to District and administrative staff; provide SIS technical and other end-user support; support all data requests; develop and implement reporting procedures to meet district needs; review and validate reports such as English learner, foster youth and free or reduced-price meal eligible pupil data, ensure the data is reported accurately according to the most current state reporting requirements.
4. Identify and resolve data integrity problems, monitor, maintain and update databases for accuracy, consistency and standardization of all data.
5. Serve as the central coordinator for the District's Student Information System, maintain current knowledge of State and Federal sources of data.
6. Collect, reconcile and submit student attendance information to the State.
7. Establish attendance calendars and maintain all program codes in the student information systems to ensure proper collection and recording of program attendance.
8. Maintain permanent records of student enrollment and attendance to assist with the District's external audit process.
9. Works with administrators to establish and monitor Palermo Union standards for databases such as Powerschool, SEIS, and CALPADS; collaborates with staff to ensure uniformity of applications from site to site so that accurate and consistent data are available to Palermo Union.
10. Coordinate and conduct individual and group training sessions to assure employee understanding of student information system software applications; prepare related support materials; determine and respond to district training needs; respond to inquiries and provide information concerning data processing and reporting procedures, issues, and requirements.
11. Provide staff development and technical support in the use of student information systems and provide support with the input of data for various mandated program requirements.
12. Communicate with staff, administrators, and various outside agencies to exchange information, coordinate activities, and resolve issues or concerns related to assigned computer systems.
13. Maintain various records related to assigned activities; ability to properly store data and pull for auditors, if needed.
14. Attend conferences, meetings and trainings as needed to remain current with laws, regulations and requirements for collection and reporting of all student and staff data.
15. ~~Support Special Education Coordinator with department needs; provide clerical support; Correspondence and answering all incoming calls; Maintain accurate and complete specific case load files; Maintain all special education program records in compliance with State, Federal and District guidelines; Assist with annual transition IEPs; Provide administrative support to program director including confidential files.~~
16. Attend meetings as needed for various District committees.
17. Perform a variety of general clerical tasks, including greeting the public, answering telephones and operating standard office equipment as needed to support the District Office.

PALERMO UNION ELEMENTARY SCHOOL DISTRICT

STUDENT INFORMATION SYSTEMS SPECIALIST

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KNOWLEDGE AND ABILITIES

Knowledge of:

- Principles, practices, and techniques used in the development, maintenance, and modification of information data systems.
- Student database systems and software applications utilized by the district.
- Principles, methods and procedures of operating computers and peripheral equipment
- Record retrieval and storage systems
- Basic instructional methods and techniques
- Preparation, maintenance, verification and processing of student/staff records and reports
- Technical aspects of education software
- Mathematical computations and ability to manipulate data in Microsoft Excel

Ability to:

- Work with detailed information/data and maintain accuracy.
- Maintain deadlines, set priorities, monitor completion of projects, identify problems and report progress to the supervisor.
- Communicate effectively both orally and in writing, in an open, friendly, business-like manner, with the general public and District personnel.
- Establish and maintain cooperative and effective working relationships with others.
- Understand and follow oral and written directions.
- Meet schedules and time lines.
- Write routine correspondence.
- Proofread documents and correct any misuse of grammar, spelling, punctuation, etc.
- Work on a variety of tasks simultaneously with frequent interruption.
- Maintain highest degree of confidentiality regarding sensitive information.
- Utilize computer for a wide variety of applications.
- Perform all tasks without close supervision.
- Maintain accurate and complete records and reports.
- Read, interpret, apply and explain rules, regulations, policies and procedures.
- Operate a computer, typewriter, fax machine, calculator, ten-key adding machine, and copier.

PALERMO UNION ELEMENTARY SCHOOL DISTRICT

STUDENT INFORMATION SYSTEMS SPECIALIST

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EDUCATION AND EXPERIENCE:

- Any combination equivalent to 4 years related experience and/or training in which demonstrates the ability to perform the duties and responsibilities as described. A typical qualifying background would include progressively responsible experience in MIS and or student information systems or equivalent combination of education and experience. Experience in a school setting is highly desirable.

LICENSES:

- Typing certificate: 45 WPM net.
- Computer skills in Word and Excel.

PHYSICAL DEMANDS: The physical demands described are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to sit, use hands to manipulate, handle or feel objects, tools, or controls; hearing and speaking to exchange information in person or on the telephone; seeing to assure accuracy of letters/documents/data. The employee is frequently required to walk, and reach with hands and arms to retrieve and store files. The employee is occasionally required to stand; climb or balance; and stoop, kneel, and crouch.

The employee must occasionally lift and/or move up to 25 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, and the ability to adjust focus.

WORK ENVIRONMENT: The work environment characteristics described are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee occasionally works near moving mechanical parts.

The noise level in the work environment is usually moderate.

North Valley Community Foundation Food Insecurity Relief Fund Grant Requirements

Grant to (Grantee): Palermo Union Elementary School district

Project name: Palermo Union Food Bank

Amount of Grant: \$800

This grant has been awarded by North Valley Community Foundation (Foundation) contingent upon your acceptance of the following requirements. By signing a copy of this document you (Grantee) accept each of the following conditions and requirements:

1. Use of Funds. This grant may be used only for the purposes stated in the application submitted to Foundation. This requires the expenditure of grant funds to be only for charitable purposes. Any change in the purposes must be communicated promptly to the Foundation. If the Foundation does not agree to modify the grant, any funds not expended must be returned to the Foundation.
2. Reporting. A report of grant expenditures is required to be submitted through the Foundation's online grant portal as assigned. Grantee shall keep records relating to this grant for at least two years after the Foundation's receipt of your report in order to verify expenditures in the event of an audit of our grants. Excerpts from the grant report may be shared by NVCF on our website, social media channels or other publications. Future grants will be contingent on this report detailing precisely how these grant funds were used.
3. Acknowledgement of Grant. We require you to acknowledge the grant came from the North Valley Community Foundation's Food Insecurity Relief Fund in all of your written materials (press releases, websites, social media channels, etc.) and in interviews with the media. The Foundation does not expect you to incur advertising expenses in announcing receipt of this grant, but we want to ensure for transparency's sake and for our donors' knowledge that funding for your project came from NVCF.
4. Relationship and Indemnification. No legal relationship or partnership is contemplated or created as a result of this grant. The relationship is that of grantor and grantee only. You agree to indemnify and hold North Valley Community Foundation, its board of directors, officers, employees and all others affiliated with North Valley Community Foundation harmless from any liability associated with the carrying out of the purposes of this grant.
5. Violations of Conditions. Any violation of the conditions set forth above will require a return to the Foundation of any grant funds involved in the violation.

Please sign and return a copy of this document to the Foundation signifying that you understand and agree to the requirements stated above.

Grantee by

Signed by:

Ruthie Anaya

00A8F8BBD3B945D...

Dated 11/10/2025

Ruthie Anaya, Assistant Superintendent of Business Services

Accepted by Foundation by

DocuSigned by:

Kim DuFour

41015E5BF3F344D...

Dated 11/12/2025

Kim DuFour, Director of Strategic Grantmaking

AGREEMENT FOR SPECIAL SERVICES BETWEEN LOCAL EDUCATION AGENCIES

This Agreement for Services ("Agreement") is made and entered into as of July 1, 2026 by and between the **Butte County Office of Education** ("BCOE") and Palermo Union School District ("AGENCY"), (together, "Parties").

The terms of this Agreement are as follows:

1. **Purpose.** The duties, obligations and agreements to provide the services under this Agreement are set forth in the attached **Exhibit "A"** ("Services").
2. **Term.** Services shall commence on July 1, 2026 and will continue until June 30, 2027, unless this Agreement is terminated and/or otherwise cancelled prior to that time.
3. **Payment.** Compensation shall be as set forth in **Exhibit "B"** as the proposed fee for Services.
4. **Termination.** Either party may, at any time, with or without reason, terminate this Agreement with a reasonable explanation. Written notice by the terminating party shall be sufficient to stop further provision of Services. Notice shall be deemed given when received by the non-terminating party or no later than three (3) days after the day of mailing, whichever is sooner.
5. **Additional Services.** In the event either Party requires services from the other Party in addition to those set forth in this Agreement, the Party requiring additional services shall compensate the other Party for costs incurred by those additional services. If either Party believes that additional services are necessary or desirable, that Party shall submit a written description of the additional services to the other Party, along with the reasons the additional services are required or reasonable, and the specific cost of the additional services. Such services shall be performed only after both Parties agree in writing to proceed with the additional services.
6. **Indemnification.** The AGENCY agrees to indemnify, defend, and hold harmless BCOE, its officers, agents and employees against any claim, liability, loss, injury or damage imposed on BCOE arising out of the AGENCY's performance on this Agreement, except for liability resulting from the negligent or willful misconduct of BCOE, its officers, agents and employees. If obligated to indemnify, defend, or hold harmless BCOE under this Agreement, the AGENCY shall reimburse BCOE for all costs, attorney's fees, expenses and liabilities associated with any resulting legal action. The AGENCY shall seek BCOE approval of any settlement that could adversely affect the BCOE, its officers, agents or employees.
7. **Insurance.** Each party shall procure and maintain at all times insurance with minimum limits as customary for that party's course of business.

8. **Anti-Discrimination.** It is the policy of the BCOE that in connection with all work performed under contracts there be no discrimination against any person engaged in the work because of race, color, ancestry, national origin, religious creed, physical disability, medical condition, marital status, sexual orientation, gender, or age and therefore Program Region agrees to comply with applicable Federal and California laws including, but not limited to the California Fair Employment and Housing Act beginning with Government Code Section 12900 and Labor Code Section 1735.
9. **No Rights in Third Parties.** This Agreement does not create any rights in, or inure to the benefit of, any third party except as expressly provided herein.
10. **Notice.** Any notice required or permitted to be given under this Agreement shall be deemed to have been given, served, and received if given in writing and either personally delivered or deposited in the United States mail, registered or certified mail, postage prepaid, return receipt required, or sent by overnight delivery service, or facsimile transmission, addressed as follows:

If to BCOE:

Butte County Office of Education
Attn: Matt Reddam
1859 Bird Street
Oroville, CA 95965
Email: mreddam@bcoe.org

If to AGENCY:

Palermo Union School District
7390 Bulldog Way, Palermo,
CA 95968
Attn: Gary Rogers
Email: grogers@palermok8.org

Any notice personally given or sent by email transmission shall be effective upon receipt. Any notice sent by overnight delivery service shall be effective the business day next following delivery thereof to the overnight delivery service. Any notice given by mail shall be effective five (5) days after deposit in the United States mail.

11. **Integration/Entire Agreement of Parties.** This Agreement constitutes the entire agreement between the Parties and supersedes all prior discussions, negotiations, and agreements, whether oral or written. This Agreement may be amended or modified only by a written instrument executed by both Parties.
12. **Assignment.** The obligations and/or interests of either party under this Agreement shall not be assigned or transferred in anyway without written consent from the other party.
13. **Arbitration.** The Parties agree that should any controversy or claim arise out of or relating to this Agreement they will first seek to resolve the matter informally for a reasonable period of time not to exceed forty-five (45) days. If the dispute remains, it shall be subject to mediation with a mediator agreed to by both parties and paid for by both parties, absent an agreement otherwise. If after mediation there is no resolution of the dispute, the parties agree to resolve the dispute by binding arbitration administered by the American Arbitration Association ("AAA") in accordance with its Commercial Arbitration Rules, and judgment on an arbitrator's award may be entered in any court having jurisdiction thereof.
 - a. The Parties shall select one arbitrator pursuant to the AAA's Commercial Arbitration Rules.

- b. The arbitrator shall present a written, well-reasoned decision that includes the arbitrator's findings of fact and conclusions of law. The decision of the arbitrator shall be binding and conclusive on the Parties.
- c. The arbitrator shall have no authority to award punitive or other damages not measured by the prevailing Party's actual damages, except as may be required by statute. The arbitrator shall have no authority to award equitable relief. Any arbitration award initiated under this clause shall be limited to monetary damages and shall include no injunction or direction to either Party other than the direction to pay a monetary amount. As determined by the arbitrator, the arbitrator shall award the prevailing Party, if any, all of its costs and fees. The term "costs and fees" includes all reasonable pre-award arbitration expenses, including arbitrator fees, administrative fees, witness fees, attorney's fees and costs, court costs, travel expenses, and out-of-pocket expenses such as photocopy and telephone expenses. The decision of the arbitrator is not reviewable, except to determine whether the arbitrator complied with sections (b) and (c) of this section.

14. **COVID-19 Acknowledgement.** AGENCY recognizes and understands that guidance on how to protect oneself from the COVID-19 virus and how to avoid spreading the virus to others, is available at <https://www.cdc.gov/coronavirus/2019-ncov/index.html> and through federal, local, and state recommendations and/or regulations. AGENCY understands that this guidance can change, and that AGENCY has a responsibility to stay abreast of the changing information found on these COVID-19 guidance resources. AGENCY is encouraged to follow their district's protocols and have enough school-appropriate cleaning supplies to continuously disinfect the equipment in accordance with California Department of Public Health (CDPH) guidance.
15. **California Law.** This Agreement shall be governed by and the rights, duties and obligations of the Parties shall be determined and enforced in accordance with the laws of the State of California. The Parties further agree that any action or proceeding brought to enforce the terms and conditions of this Agreement shall be maintained in Butte County.
16. **Waiver.** The waiver by either party of any breach of any term, covenant, or condition herein contained shall not be deemed to be a waiver of such term, covenant, condition, or any subsequent breach of the same or any other term, covenant, or condition herein contained.
17. **Severability.** If any term, condition or provision of this Agreement is held by a court of competent jurisdiction to be invalid, void or unenforceable, the remaining provisions will nevertheless continue in full force and effect, and shall not be affected, impaired or invalidated in any way.
18. **Provisions Required By Law Deemed Inserted.** Each and every provision of law and clause required by law to be inserted in this Agreement shall be deemed to be inserted herein and this Agreement shall be read and enforced as though it were included therein.
19. **Authority to Bind Parties.** Neither party in the performance of any and all duties under this Agreement, except as otherwise provided in this Agreement, has any authority to bind the other to any agreements or undertakings.
20. **Captions and Interpretations.** Paragraph headings in this Agreement are used solely for convenience, and shall be wholly disregarded in the construction of this Agreement. No provision of this Agreement shall be interpreted for or against a party because that

party or its legal representative drafted such provision, and this Agreement shall be construed as being jointly prepared by the Parties.

21. **Signature Authority.** Each party has the full power and authority to enter into and perform this Agreement, and the person signing this Agreement on behalf of each Party has been properly authorized and empowered to enter into this Agreement.
22. **Counterparts.** This Agreement and all amendments and supplements to it may be executed in counterparts, and all counterparts together shall be construed as one document.
23. **Incorporation of Recitals and Exhibits.** The Recitals and each exhibit attached hereto are hereby incorporated herein by reference.

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

BCOE:

Dated: _____

BUTTE COUNTY OFFICE OF EDUCATION

Signed By: _____

Print Name: Mary Sakuma

Title: Superintendent

AGENCY:

Dated: _____

Signed By: _____

Print Name: Gary Rogers

Title: Superintendent

Exhibit "A"
Scope of Services

BCOE responsibilities for district Wellness Coach for the 2026-2027 School Year:

- Remain the employer of record for Wellness Coach
- Provide ongoing supervision, training, and evaluation
- Invoice Palermo Union School District at the conclusion of the 2026-2027 school year, per Exhibit B

Scope of Services/Duties:

Services provided under this agreement shall align with the District's Community Schools Plan and the California Community Schools Partnership Program (CCSPP). The scope of services may include, but is not limited to, delivery of Enhanced Case Management (ECM) services for eligible students to support sustainability of the position and strengthen connections to local and community-based resources; parent and caregiver outreach and communication; participation in allowable billing activities under the CYBHI Fee Schedule to support sustainability of the position and services; and the ongoing development and expansion of MTSS-aligned, tiered supports and services appropriate to the wellness coach role.

Exhibit "B"
Fee for Services

Palermo Union School District Wellness Coach Services salary range from July 1, 2026 to June 30, 2027:

Butte County Office of Education Wellness Coach Salary/Benefit Estimates for 2026-27 are \$86,132-\$117,536 depending on the step and column of the employee. This also includes 9.22% indirect.

2026-27				
Range	Salary	Benefits	Total	Inc. 9.22% indirect
05-22/A	43,729	35,132	78,861	86,132
05-22/I	64,569	43,045	107,614	117,536

BCOE will invoice Palermo Union School District at the conclusion of the 2026-27 school year

Offset of Insurance Reimbursements

The LEA agrees that any third-party insurance reimbursements, including Medi-Cal and private insurance, generated by BCOE Wellness Coaches for services delivered to students at the LEA shall be applied as a credit toward the LEA's financial obligation for the cost of the Wellness Coach. Such reimbursements shall be deducted from the total invoiced amount for the applicable billing period



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

Resolution No. 26-01

Resolution on Board Compensation Increase

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

WHEREAS, the Governing Board of the Palermo Union Elementary School District values and appreciates the time, effort, and service provided by members of the Board; and

WHEREAS, Education Code section 35120 authorizes school district governing boards to establish compensation for Board members by adoption of a resolution; and

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

WHEREAS, the Governing Board has reviewed the current level of Board member compensation and finds it appropriate to increase such compensation in recognition of the duties and responsibilities of Board service;

NOW, THEREFORE, BE IT RESOLVED that the Governing Board of the Palermo Union Elementary School District hereby authorizes a total compensation of six hundred twenty-five dollars (\$625.00) per month for each Board member, in accordance with Education Code section 35120; and

BE IT FURTHER RESOLVED that this compensation shall apply equally to all Board members and shall be effective beginning _____.

PASSED AND ADOPTED by the Governing Board of the Palermo Union Elementary School District of Butte County, in the State of California, on January 28, 2026 by the following vote:

AYES:

NOES:

ABSTENTIONS:

ABSENCES:

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

Secretary of the Governing Board



December 19, 2025

Gary Rogers, Superintendent
Palermo Union Elementary School District

RE: Notice of Differentiated Assistance Under LCFF

Dear Superintendent Rogers,

The Butte County Office of Education was notified that Palermo Union Elementary School District has been identified for Differentiated Assistance, based on the Fall 2025 California School Dashboard. As in the past, BCOE is here to partner with you and your team through a reflective process to support improved student outcomes. We look forward to working collaboratively with you in identifying strengths and weaknesses related to the state priorities and the systems that impact them.

For 2025 differentiated assistance determinations, districts were eligible based on:

- Student group performance in two or more Local Control Funding formula (LCFF) state priority areas, or
- Performance on local indicators in two or more priority areas, or
- A combination of student group performance in one state priority area and local indicator performance in one different priority area; or
- Failing to submit CALPADS data on time per *Education Code (EC)* Section 52071 (a)(2) (only applicable to districts and COEs).

For more information, please refer to the 2025 LCFF Assistance enclosure/attachment.

Based on the Fall 2025 California School Dashboard, the State has determined that your LEA meets the criteria for the technical assistance process mandated under LCFF statute.

Differentiated Assistance eligibility applies as follows:

Student Groups	Areas of Eligibility
Two or More Races	<ul style="list-style-type: none">• Suspension• Chronic Absenteeism

Differentiated assistance is intended to be a collaborative process where, together, we explore what is contributing to your LEA's results. The process encourages capacity building, focuses on strengthening systems, and supports continuous improvement. Your determination of the team is important, and we encourage participation of members who can speak to the strengths and needs of your organization in the following areas: governance, instruction, fiscal, human resources, facilities, technology, and special education.

An Equal Opportunity Employer

1859 Bird Street
Oroville, CA 95965
(530) 532-5757
Fax (530) 532-5794
<http://www.bcoe.org>

In keeping with our responsibility as your County Office of Education, we propose an initial meeting with you/your team to:

- Explore 2025 Dashboard outcomes; and,
- Understand improvement initiatives that may already be underway relative to identified student group; and,
- Determine next steps in our continuous improvement partnership.

We anticipate the initial Superintendent/COE meeting taking an hour. **I will be in contact with you in the coming weeks to set up a meeting with you/your team.**

If you have any questions, please don't hesitate to contact me.

Sincerely,

Tim Nordstrom

Tim Nordstrom
Sr. Advisor, District Support & Educational Leadership
Butte County Office of Education
tnordstrom@bcoe.org
(530) 433-2318

Local Control Funding Formula Assistance



Under the Local Control Funding Formula (LCFF), the California School Dashboard (Dashboard) is used to determine the local educational agencies (LEAs)—that is, districts, charter schools, and county offices of education (COEs)—that are eligible for additional support and assistance.

LCFF Assistance Categories

California's accountability and continuous improvement system is based on a three-tiered system:

- **General Assistance (Level 1)**—resources and assistance that are made available to all LEAs
- **Differentiated Assistance (Level 2)**—LEAs that meet certain eligibility criteria for additional support
- **Intensive Intervention (Level 3)**—LEAs with persistent performance issues over a period of time

Updates

Beginning with the 2025 Dashboard, one of the Priority Area 4 differentiated assistance criteria has been updated exclusively for the Long-Term English learner (LTEL) student group. This updated criterion applies to districts, charter schools, and COEs.

The Academic Indicators (Academic—English Language Arts, Academic—Mathematics) will not be used for differentiated assistance determinations for the LTEL student group. Instead, the updated Priority Area 4 differentiated assistance criterion for the LTEL student group is as follows:

- Red or Orange on the English Learner Progress Indicator (ELPI)

State and Local Indicators by LCFF State Priority Area

Both the state and local indicator results reported on the 2025 Dashboard will be used to determine the eligibility of districts, charter schools, and COEs for differentiated assistance.

LCFF State Priority Areas 1–5	LCFF State Priority Areas 6–10
<p>Basics—Priority 1</p> <ul style="list-style-type: none"> Not Met for Two or More Years on local performance indicator 	<p>School Climate—Priority 6</p> <ul style="list-style-type: none"> Red on Suspension Rate Indicator; or Not Met for Two or More Years on local performance indicator
<p>Implementation of State Academic Standards—Priority 2</p> <ul style="list-style-type: none"> Not Met for Two or More Years on local performance indicator 	<p>Access to a Broad Course of Study—Priority 7</p> <ul style="list-style-type: none"> Not Met for Two or More Years on local performance indicator
<p>Parent Engagement—Priority 3</p> <ul style="list-style-type: none"> Not Met for Two or More Years on local performance indicator 	<p>Outcomes in a Broad Course of Study—Priority 8</p> <ul style="list-style-type: none"> Red on College/Career Indicator (CCI)
<p>Pupil Achievement—Priority 4</p> <p>For all student groups except the LTEL student group:</p> <ul style="list-style-type: none"> Red on both Academic—English Language Arts and Academic—Mathematics Indicators; Red on Academic—English Language Arts or Academic—Mathematics Indicator and Orange on the other indicator; or Red on the ELPI for the English learner (EL) student. <p>For the LTEL student group only:</p> <ul style="list-style-type: none"> Red or Orange on the ELPI <p>Pupil Engagement—Priority 5</p> <ul style="list-style-type: none"> Red on Graduation Rate Indicator; or Red on Chronic Absenteeism Indicator 	<p>Coordination of Services for Expelled Pupils (COEs Only)—Priority 9</p> <ul style="list-style-type: none"> Not Met for Two or More Years on local performance indicator <p>Coordination of Services for Foster Youth (COEs Only)—Priority 10</p> <ul style="list-style-type: none"> Not Met for Two or More Years on local performance indicator

Example

Dalia Unified School District has the following performance on each state indicator for the LTEL student group:

Pupil Achievement—Priority 4

- **Yellow** on the Academic—English Language Arts Indicator
- **Orange** on the Academic—Mathematics Indicator
- **Orange** on the ELPI

Pupil Engagement—Priority 5

- **Orange** on the Graduation Rate Indicator
- **Yellow** on the Chronic Absenteeism Indicator

School Climate—Priority 6

- **Yellow** on the Suspension Rate Indicator

Outcomes in a Broad Course of Study—Priority 8

- **Red** on the CCI

In this example, the district is **eligible** for differentiated assistance because the LTEL student group met the criteria in two or more LCFF priority areas (Priority Areas 4 and 8).

Differentiated Assistance Eligibility Criteria for Charter Schools

The eligibility criteria for charter schools are the same as for districts and COEs, except charter schools must meet the criteria in two or more years. Charter schools will be eligible for differentiated assistance if at least one student group meets the criteria based on the results from the 2025 Dashboard and at least one student group meets the criteria based on the results of the 2024 Dashboard.

Charter schools will become eligible for differentiated assistance in 2025 based on meeting the following eligibility criteria on the Dashboard in both 2025 and 2024.

Eligibility Criteria

The eligibility criteria for differentiated assistance are

- student group performance in two or more LCFF state priority areas on the Dashboard in both 2025 and 2024;
- performance on local indicators in two or more priority areas on the Dashboard in both 2025 and 2024; or
- a combination of student group performance in one state priority area and local indicator performance in one different priority area on the Dashboard in both 2025 and 2024.

Example

Eastern Parkway Charter High School had the following performance on each state indicator for the LTEL student group on the 2025 Dashboard and the Homeless student group on the 2024 Dashboard:

LCFF Priority Area	2025 Dashboard—LTEL Student Group	2024 Dashboard—Homeless Student Group
Pupil Achievement—Priority 4	Yellow on the Academic—English Language Arts Indicator Orange on the Academic—Mathematics Indicator Orange on the ELPI	Orange on the Academic—English Language Arts Indicator Orange on the Academic—Mathematics Indicator Yellow on the ELPI
Pupil Engagement—Priority 5	Orange on the Graduation Rate Indicator	Red on the Graduation Rate Indicator
School Climate—Priority 6	Green on the Suspension Rate Indicator	Red on the Suspension Rate Indicator
Outcomes in a Broad Course of Study—Priority 8	Red on the CCI	Red on the CCI

In this example, the charter school is **eligible** for differentiated assistance because the LTEL student group met the criteria in 2025 in two LCFF priority areas (Priority Areas 4 and 8) and the Homeless student group met the criteria in 2024 in two LCFF priority areas (Priority Areas 5 and 6).

For more information, visit the [California Department of Education California School Dashboard and System of Support web page](https://cde.ca.gov/programs/education-finance/lcff/).

Contact the Analysis, Measurement, and Accountability Reporting Division by email at dashboard@cde.ca.gov.

