

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

Superintendent  
Gary Rogers

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

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

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

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

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

## REGULAR BOARD MEETING AGENDA

February 25, 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. 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 February 11, 2026 Regular Board Meeting.

### Reports

- a. Events Calendar
- b. CSPP Quality Improvement Block Grant 2025-26

REFERENCE #1

REFERENCE #2

### CONSENT AGENDA APPROVAL

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

## 8. ITEMS REMOVED FROM CONSENT AGENDA

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

## 9. Staff Reports/Business Items

- a. Presentation of the 2025-2026 mid-year LCAP update.
- b. It is recommended the Helen Wilcox TK/K Change Orders #7 thru #9 as detailed in the attached reference, be approved.

Revised Contract Amount with previously approved change orders: \$5,389,067.25  
Change Orders #7 thru #9: \$(895.19)  
Revised Contract Amount: \$5,388,172.06

REFERENCE #3

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

- c. It is recommended the Memorandum of Understanding between Palermo Union Elementary School District and the Butte County Office of Education for reimbursement of Professional Development services provided by Collective Impact Solutions in the amount of \$165,000, be approved.

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

REFERENCE #4

- d. It is recommended that the Skilled and Trained Workforce report for Helen Wilcox TK/K Classroom Building Project, be approved.

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

REFERENCE #5

- e. California School Employees Association, Bargaining Unit 336. Comments from CSEA, if any, to the Governing Board.
- f. 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 5125.1 – Release of Directory Information
- b. Administrative Regulation 5125.1 – Release of Directory Information
- c. Exhibit 5125.1 – Release of Directory Information
- d. Board Policy 5131 – Conduct
- e. Administrative Regulation 5131.41 – Use of Seclusion and Restraint
- f. Board Policy 5131.6 – Alcohol and Other Drugs
- g. Administrative Regulation 5131.6 – Alcohol and Other Drugs
- h. Board Policy 5131.8 – Mobile Communication Devices
- i. Board Policy 5141.5 – Mental Health
- j. Board Policy 5145.6 – Parent Guardian Notifications

- k. Exhibit 5145.6 – Parent Guardian Notifications
- l. Board Policy 6141.2 – Recognition of Religious Beliefs and Customs
- m. Administrative Regulation 6141.2 – Recognition of Religious Beliefs and Customs
- n. Board Policy 6142.8– Comprehensive Health Education
- o. Administrative Regulation 6142.8– Comprehensive Health Education
- p. Board Policy 6142.91 – Reading Language Arts Instruction
- q. Board Policy 6142.94 – History Social-Science Instruction
- r. Board Policy 6159– Individualized Education Program
- s. Administrative Regulation 6159 – Individualized Education Program
- t. Administrative Regulation 6159.4 – Behavioral Interventions for Special Education Students
- u. Board Policy 6161.1 – Selection and Evaluation of Instructional Materials
- v. Administrative Regulation 6161.1 – Selection and Evaluation of Instructional Materials
- w. Exhibit 6161.1 – Selection and Evaluation of Instructional Materials
- x. Board Policy 6161.11 – Supplementary Instructional Materials

## **12. Superintendent's Reports**

## **13. Board Items**

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

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

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

**14. Action on temporary certificated employees released and non-reelected for the 2026-2027 school year**

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

**15. Staff Reports/Business Items**

It is recommended that Board Resolution No. 26-03, authorizing the Governing Board of the Palermo Union Elementary School District to reduce or discontinue classified services for the 2026-2027 school year, be approved.

REFERENCE #6

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

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

**Certificated**

- a. Shannon King, Stipend – 4<sup>th</sup> Grade Soccer, Golden Hills School, request to be added to District stipend list, effective 2025/2026 school year.

**Classified**

- b. Latoya Miller, Substitute Custodian, Districtwide, add to classified substitute list, effective January 26, 2026.

**Child Development Program**

- a. Janeene Hudson, Site Supervisor, Class II, Step I, Honcut Preschool, change from ECD-IA 8 hours per day to Site Supervisor 8.0 hours per day, effective February 26, 2026.

**Resignation/Retirement**

- c. Briana Donat, Certificated Teacher, Helen Wilcox School, resignation effective June 30, 2026.
- d. Mallory Slaten, Certificated Teacher, Palermo Middle School, resignation effective June 30, 2026.
- e. Lee Vang-Her, Certificated Teacher, Golden Hills/Palermo Middle School, resignation effective June 30, 2026.
- f. Jennifer Travis, Bus Driver, Transportation, resignation effective February 21, 2026.

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

**Palermo Union Elementary School District  
Regular Board Meeting Minutes  
February 11, 2026  
District Office Boardroom  
7390 Bulldog Way, Palermo, CA 95968**

**INTRODUCTION**

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

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

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

**5. Audience with the Board**

**Non-Agenda Items:**

No one had business to bring before the Board.

**6. Audience with the Board**

**Agenda Items:**

No one had business to bring before the Board.

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

**Helen Wilcox**

Helen Wilcox has been a flurry of mid-year excitement! We celebrated our 100th day with the most adorable little old people you've ever seen! Mrs. Friberg & Ms. Valadez have been assessing the reading skills of all our students. Thank you ladies and well done - that's a huge undertaking!! Theresa Owens was on campus to start looking into all that data and our Acadience assessments. It's a lot of work, and robust conversations about language development ensued with Mrs. Butcher, Mrs. Madison, Mrs. Gutierrez (TK), Mrs. Neville & Mrs. Scott. Thank you - it all helps move our students forward! Our students eagerly embraced the Great Kindness Challenge week. It's amazing what 600 students can do when they put their hearts into it! A few of our

students were invited to the BCOE Adaptive PE event at the Terrain Park in Chico. Thank you Mrs. Wing - the students had a fantastic day climbing, crawling and just having a ball! Thank you too, to Oroville's Museum Educator / Historian Quinn Neves & Docent Julia Clay for previewing the Chinese Temple's history for our third graders. They can hardly wait to go at the end of the month now! Finally, we thank the Districts' Math Curriculum Task Force. They diligently searched through curriculums, asked tough questions, analyzed lessons, language & layouts, and held open & honest vertical alignment discussions - Thank you & way to be Wildcats!

## 8. **Consent Agenda**

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

### **Action Items**

- a. Minutes of January 28, 2026 Regular Board Meeting.
- b. Warrants of January 1, 2026 through January 31, 2026, 00109-00598, for the amount of \$1,269,924.87 01, 12, 13, 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.

- Pioneer Laser Disc Player SN# LA3925413

### **Reports**

- a. Events Calendar
- b. Staff Development Report | January 2026
- c. Donation of dodge balls from Natalie Deakins to Helen Wilcox Elementary School.
- d. Donation of pants, lip balm, and hair brushes from Domonick Robbins to Helen Wilcox Elementary School.

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

There were no items removed from the Consent Agenda.

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

- a. A motion was made by Cody Nissen, seconded by Justin Younger, recommending that the 2024-2025 Audit Report of Palermo Union Elementary School District be approved. Debbie Hoffman, Cody Nissen, Justin Younger, Kimberly Tyler, and Mark McClarren voted aye. Motion unanimously carried.
- b. Discussion regarding enrollment projections and staffing recommendations.
- c. A motion was made by Cody Nissen, seconded by Justin Younger, recommending that the contract between PowerSchool and Palermo Union Elementary School District from March 28, 2026 through December 31, 202 be approved. Debbie Hoffman, Cody Nissen, Justin Younger, Kimberly Tyler, and Mark McClarren voted aye. Motion unanimously carried.
- d. A motion was made by Cody Nissen, seconded by Justin Younger, recommending that that the contract between KinderSystems, Inc and Palermo Union Elementary School District for child care management systems effective February 22, 2026 through February 21, 2027 be approved. Debbie Hoffman, Cody Nissen, Justin Younger, Kimberly Tyler, and Mark McClarren voted aye. Motion unanimously carried.
- e. A motion was made by Cody Nissen, seconded by Justin Younger, recommending that the 2025/2026 School Plan for Student Achievement (SPSA) for Helen Wilcox Elementary School be approved. Debbie Hoffman, Cody Nissen, Justin Younger, Kimberly Tyler, and Mark McClarren voted aye. Motion unanimously carried.
- f. A motion was made by Cody Nissen, seconded by Justin Younger, recommending that the 2025/2026 School Plan for Student Achievement (SPSA) for Honcut Elementary School be approved. Debbie Hoffman, Cody Nissen, Justin Younger, Kimberly Tyler, and Mark McClarren voted aye. Motion unanimously carried.
- g. A motion was made by Justin Younger, seconded by Mark McClarren, recommending that Board Resolution No. 26-02, Board Member Compensation for Missed Meetings, allowing Cody Nissen to receive Board Member Compensation for January 28, 2026 be approved. Debbie Hoffman, Cody Nissen, Justin Younger, Kimberly Tyler, and Mark McClarren voted aye. Motion unanimously carried.
- h. A motion was made by Cody Nissen, seconded by Justin Younger, recommending that the Palermo Union Elementary School District Comprehensive School Safety and Continuity Plan for the 2025-2026 academic year be approved. Debbie Hoffman, Cody Nissen, Justin Younger, Kimberly Tyler, and Mark McClarren voted aye. Motion unanimously carried.
- i. A motion was made by Cody Nissen, seconded by Justin Younger, recommending that the Memorandum of Understanding between Palermo Union Elementary School District and the Butte County Office of Education Tobacco-Use Prevention and Youth Engagement (TPYE) be approved. Debbie Hoffman, Cody Nissen, Justin Younger, Kimberly Tyler, and Mark McClarren voted aye. Motion unanimously carried.

- j. A motion was made by Cody Nissen, seconded by Justin Younger, recommending that the Memorandum of Understanding between Palermo Union Elementary School District and the Palermo Teachers Association (PTA) regarding Expanded Learning Opportunities (ELOP) be approved. Debbie Hoffman, Cody Nissen, Justin Younger, Kimberly Tyler, and Mark McClarren voted aye. Motion unanimously carried.
- k. There were no comments from the California School Employees Association, Bargaining Unit 366.
- l. Andy McCoy, President of Palermo Teachers Association Bargaining Unit shared with the board how pleased the negotiations team has been with the new facilitator. He believes that Palermo Union School District's Interest-Based Bargaining group is on the right track and noted that they are great at coming together to solve problems. They have done a great job working together to create the new ELOP MOU, which gives teachers the ability to work intersessions while still allowing them to rest and enjoy some time off, as well as providing custodians adequate time to complete their cleaning schedules without feeling rushed. He concluded by thanking the Board for its continued support of ELOP clubs, including athletics, band, chess, and FFA, acknowledging that these programs would not be possible without the Board's support.

## 11. Board Policies & Administrative Regulations

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

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

- a. A motion was made by Cody Nissen, seconded by Justin Younger, recommending that revised Board Policy 0410 – Nondiscrimination in District Programs and activities, be approved (second and final reading). Debbie Hoffman, Cody Nissen, Justin Younger, Kimberly Tyler, and Mark McClarren voted aye. Motion unanimously carried.
- b. A motion was made by Cody Nissen, seconded by Justin Younger, recommending that revised Board Policy 0440 – District Technology Plan, be approved (second and final reading). Debbie Hoffman, Cody Nissen, Justin Younger, Kimberly Tyler, and Mark McClarren voted aye. Motion unanimously carried.
- c. A motion was made by Cody Nissen, seconded by Justin Younger, recommending that revised Board Policy 0441 – Artificial Intelligence, be approved (second and final reading). Debbie Hoffman, Cody Nissen, Justin Younger, Kimberly Tyler, and Mark McClarren voted aye. Motion unanimously carried.
- d. A motion was made by Cody Nissen, seconded by Justin Younger, recommending that revised Board Policy 1000 – Concepts and Roles, be approved (second and final reading). Debbie Hoffman, Cody Nissen, Justin Younger, Kimberly Tyler, and Mark McClarren voted aye. Motion unanimously carried.

- e. A motion was made by Cody Nissen, seconded by Justin Younger, recommending that revised Board Policy 1114 – District Sponsored Social Media, be approved (second and final reading). Debbie Hoffman, Cody Nissen, Justin Younger, Kimberly Tyler, and Mark McClarren voted aye. Motion unanimously carried.
- f. A motion was made by Cody Nissen, seconded by Justin Younger, recommending that revised Administrative Regulation 1114 – District Sponsored Social Media, be approved (second and final reading). Debbie Hoffman, Cody Nissen, Justin Younger, Kimberly Tyler, and Mark McClarren voted aye. Motion unanimously carried.
- g. A motion was made by Cody Nissen, seconded by Justin Younger, recommending that revised Board Policy 1445 – Response to Immigration Enforcement, be approved (second and final reading). Debbie Hoffman, Cody Nissen, Justin Younger, Kimberly Tyler, and Mark McClarren voted aye. Motion unanimously carried.
- h. A motion was made by Cody Nissen, seconded by Justin Younger, recommending that revised Administrative Regulation 1445 – Response to Immigration Enforcement, be approved (second and final reading). Debbie Hoffman, Cody Nissen, Justin Younger, Kimberly Tyler, and Mark McClarren voted aye. Motion unanimously carried.
- i. A motion was made by Cody Nissen, seconded by Justin Younger, recommending that revised Board Policy 2120 – Superintendent Recruitment and Selection, be approved (second and final reading). Debbie Hoffman, Cody Nissen, Justin Younger, Kimberly Tyler, and Mark McClarren voted aye. Motion unanimously carried.
- j. A motion was made by Cody Nissen, seconded by Justin Younger, recommending that revised Board Policy 7000 – Concepts and Roles, be approved (second and final reading). Debbie Hoffman, Cody Nissen, Justin Younger, Kimberly Tyler, and Mark McClarren voted aye. Motion unanimously carried.
- k. A motion was made by Cody Nissen, seconded by Justin Younger, recommending that revised Board Policy 7131 – Relations with Local Agencies, be approved (second and final reading). Debbie Hoffman, Cody Nissen, Justin Younger, Kimberly Tyler, and Mark McClarren voted aye. Motion unanimously carried.
- l. A motion was made by Cody Nissen, seconded by Justin Younger, recommending that revised Board Bylaw 9250 – Remuneration, Reimbursement, and Other Benefits, be approved (second and final reading). Debbie Hoffman, Cody Nissen, Justin Younger, Kimberly Tyler, and Mark McClarren voted aye. Motion unanimously carried.
- m. A motion was made by Cody Nissen, seconded by Justin Younger, recommending that revised Board Bylaw 9310 – Board Policies, be approved (second and final reading). Debbie Hoffman, Cody Nissen, Justin Younger, Kimberly Tyler, and Mark McClarren voted aye. Motion unanimously carried.

- n. A motion was made by Cody Nissen, seconded by Justin Younger, recommending that revised Board Bylaw 9321 – Closed Session, be approved (second and final reading). Debbie Hoffman, Cody Nissen, Justin Younger, Kimberly Tyler, and Mark McClarren voted aye. Motion unanimously carried.
- o. A motion was made by Cody Nissen, seconded by Justin Younger, recommending that revised Exhibit 9321 (1) – Closed Session, be approved (second and final reading). Debbie Hoffman, Cody Nissen, Justin Younger, Kimberly Tyler, and Mark McClarren voted aye. Motion unanimously carried.
- p. A motion was made by Cody Nissen, seconded by Justin Younger, recommending that revised Exhibit 9321 (2) – Closed Session, be approved (second and final reading). Debbie Hoffman, Cody Nissen, Justin Younger, Kimberly Tyler, and Mark McClarren voted aye. Motion unanimously carried.

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. A motion was made by Cody Nissen, seconded by Justin Younger, recommending that Board Policy 5145.13 – Response to Immigration Enforcement, be removed. Debbie Hoffman, Cody Nissen, Justin Younger, Kimberly Tyler, and Mark McClarren voted aye. Motion unanimously carried.
- r. A motion was made by Cody Nissen, seconded by Justin Younger, recommending that Administrative Regulation 5145.13 – Response to Immigration Enforcement, be removed. Debbie Hoffman, Cody Nissen, Justin Younger, Kimberly Tyler, and Mark McClarren voted aye. Motion unanimously carried.

12. **Superintendent's Reports**

None.

13. **Board Items**

None.

**CLOSED SESSION**

The Board recessed into Closed Session at 5:48 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 6:27 p.m.

## **ACTION ITEMS**

None.

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

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

## **Certificated**

- a. Michelle Mattern, Certificated Substitute, Districtwide, add to certificated substitute list, effective January 29, 2026.
- b. Alma Kara-Pierce, Certificated Substitute, Districtwide, add to certificated substitute list, effective January 28, 2026.
- c. Jennifer Credit, Certificated Substitute, Districtwide, add to certificated substitute list, effective January 29, 2026.
- d. Melissa Cunningham, Certificated Substitute, Districtwide, add to certificated substitute list, effective February 3, 2026.
- e. Alma Kara-Pierce, Stipend – 5<sup>th</sup> Grade Soccer, Golden Hills School, add to District stipend list, effective 2025/2026 school year.

## **Classified**

- f. Latoya Miller, Substitute Cafeteria Helper, Districtwide, add to classified substitute list, effective January 26, 2026.

- g. Heather Peterson, Library Technician, Helen Wilcox School, add AA stipend, effective February 1, 2026.
- h. Omar Topete, Van Driver, Transportation, Class 12, Step 3, 4.0 hours per day hire as a Van Driver effective February 12, 2026.

### **ADJOURNMENT**

Board President Debbie Hoffman declared the meeting adjourned at 6:27 p.m.

Respectfully submitted,

Gary Rogers  
Secretary of the Governing Board

# EVENTS CALENDAR

## PALERMO UNION ELEMENTARY SCHOOL DISTRICT

Date	Event	Location	Time
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

**Agreement for Special Services**  
**"CSPP QUALITY IMPROVEMENT BLOCK GRANT"**  
**Butte County Office of Education**  
**And**  
**Palermo Union Elementary School District**

This California State Preschool Program (CSPP) Quality Improvement Block Grant ("Grant" or "Agreement") is entered into effective as of the last date of execution set forth below by and between Palermo Union Elementary District ("Grantee"), operating a licensed California State Preschool Program under the name(s):

Honcut Preschool located at 68 School Street Honcut Ca. 95966, Helen Wilcox located at 5727 Autry Lane Oroville Ca. 95966, Palermo State Preschool located at 7350 Bulldog Way Palermo Ca. 95968 and Butte County Office of Education, Early Education Programs and Services ("BCOE EEPS")

**Purpose:** BCOE EEPS was awarded funding by the California Department of Education ("CDE") for the CSPP QRIS Block Grant ("Grant") to improve the quality of State Preschool programs in Butte County.

Site Block Grants are disseminated from the county-level CSPP QRIS Block Grant grantees to the CSPP programs who are participating in Quality Counts California-Steps to Quality Program ("Program"), pursuant to California Education Code Section 8203.1. Site Blocks Grants are reserved for Tiers 4 and 5 to improve and maintain high quality. Incentives are given to Tier 3 programs and programs not yet rated to raise the quality of the program.

BCOE EEPS will provide technical assistance, coaching, professional development and incentives to these programs to improve the overall quality of preschool as measured by certain quality elements ("Measured Quality Elements").

Grantee wishes to participate in the Grant and receive preschool quality improvement coaching, technical assistance and incentives ("Benefits") in order to obtain, improve or maintain its Quality Tier Rating on the Quality Continuum Framework – Measured Quality Elements (Exhibit A).

Therefore in consideration of the foregoing, and the mutual covenants and agreements hereinafter contained.

**THE TERMS OF THIS AGREEMENT ARE AS FOLLOWS:**

**1. TERM AND TERMINATION**

**1.1 Term.** This Grant and all Exhibits attached shall commence on July 1, 2025 "Effective Date" and shall end on June 30, 2026 as funding is appropriated by CDE. Either party may terminate this Agreement for any reason with written notice.

**1.2 Compliance with Agreement.** Upon the Effective Date, Grantee will be eligible to receive the Site Block Grant Incentives (Exhibit B) rendered pursuant to this Agreement. In order to receive Benefits, Grantee must at all times be in compliance with the terms of this Agreement including the Benefits Program Requirements listed on (Exhibit C). BCOE EEPS may suspend or terminate the Grant at any time for non-compliance with this Agreement, or any other event which BCOE EEPS deems reasonable for suspension or termination. Notice of suspension or termination will be delivered in writing.

**1.3 Reduction of Benefits.** Grantee acknowledges that BCOE EEPS's performance under this Agreement is wholly reliant on BCOE EEPS's receipt of funding from CDE. BCOE EEPS may reduce Benefits to Grantee for

expenditure timelines is not allowed. Additionally, funding may not be saved or accumulated for use in future fiscal years.

**4.2 Expenditure Verification.** Within thirty (30) days of request, Grantee agrees to provide sufficient information to allow BCOE EEPs to determine if expenditures were made in accordance with the Expenditure Guidelines (Exhibit E).

**4.3 Unexpended Funds.** If the Grantee does not spend the Site Block Grant within the required timeframe identified in Expenditure and Reporting Timelines (Exhibit D), they are required to return the funds to the lead agency.

## **5. BOOKS AND RECORDS**

**5.1 Maintaining Records.** Grantee shall maintain books, records and documents directly pertinent to performance under this Agreement in accordance with generally accepted accounting principles consistently applied. BCOE EEPs, the State or their authorized representatives shall have access to such records for audit processes during the term of this Agreement and for five years following Agreement completion. In the event any work is subgranted or subcontracted, Grantee shall similarly require each sub grantee and subcontractor to maintain and allow access for audit purposes.

**5.2 Effect of Litigation.** Grantee agrees that if any litigation, claim, or audit is started before the expiration of the records retention period established above, the records shall be retained until all litigation, claims or audit findings involving the records have been resolved and final action taken.

## **6. INSURANCE AND LIABILITY.**

**6.1 Indemnification.** The Grantee 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 Grantee'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 Grantee shall reimburse BCOE for all costs, attorney's fees, expenses and liabilities associated with any resulting legal action. The Grantee shall seek BCOE approval of any settlement that could adversely affect the BCOE, its officers, agents or employees.

The BCOE agrees to indemnify, defend, and hold harmless the Grantee, its officers, agents and employees against any claim, liability, loss injury or damage imposed on the Grantee arising out of the BCOE's performance on this Agreement, except for liability resulting from the negligent or willful misconduct of the Grantee, its officers, agents and employees. If obligated to indemnify, defend, or hold harmless the Grantee under this Agreement, the BCOE shall reimburse the Grantee for all costs, attorney's fees, expenses and liabilities associated with any resulting legal action. The BCOE shall see Grantee approval of any settlement that could adversely affect the Grantee, its officers, agents or employees.

**6.2 Insurance.** Each party shall procure and maintain at all times insurance with minimum limits as customary for that party's course of business.

## **7. CONFIDENTIALITY**

**7.1 Confidentiality of Records.** The Parties agree to maintain the confidentiality of all records resulting from the provision of services under this Agreement in accordance with applicable federal and state laws and regulations. Either party may disclose the records and data resulting from the provision of services under this

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

BCOE:

GRANTEE:

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

Dated: 2-11-2026

BCOE Early Education Programs and Services

Palermo State Preschool Programs

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Print Name

\_\_\_\_\_  
Print Name

\_\_\_\_\_  
Print Title

\_\_\_\_\_  
Print Title

Ruthie Anaya

Ruthie Anaya

Assistant Superintendent of Business

## **Exhibit B**

### **Site Block Grant Incentive Overview**

#### **Continuous Quality Improvement Participation Incentive (Regardless of Tier Rating)**

Incentive in the amount of \$1,130 per session for rating recognition/participation retention and implementation of Quality Improvement Plans.

#### **Instructional/Classroom Materials Incentive (Regardless of Tier Rating)**

Incentive in the amount of \$325 per classroom. Instructional and Classroom Materials to meet goals and activities identified in Quality Improvement Plans and reinforce training concepts (ie: CLASS materials, Learning Foundations and Curriculum Support materials, Teaching Pyramid Support materials, Inclusion materials)

#### **Rating Incentive (Unrated Sites)**

Sites who have been identified for rating will receive an additional \$1,500 per classroom for materials. The rating incentives must be utilized in support of the sites Quality Action Plan.

#### ***Frequency of Site Ratings***

- A Tier 3 rating is valid for a period of three years
- A Tier 4-5 rating is valid for a period of five years

#### ***Re-rating***

A site may be required to re-rate prior to rating expiration if one of the following occur.

- Significant turnover in staff
- Moving sites
- New director
- Changes that warrant re-assessment of an individual classroom, including a change in the lead teacher of a formerly assessed classroom
- Significant licensing violation
- Other evidence of changes related to the criteria upon which they were rated

## **Exhibit D**

### **Reporting and Expenditure Timelines**

A Grantee who receives Site Block Grants and Incentives from the CSPP QRIS Block Grant lead agency are required to spend funds within 12 months of the grant end date. For example, if a lead agency is awarded funding from FY 2025-26, the lead agency must administer Incentives and Block Grants before the grant end date (June 30, 2026). The subrecipient has an additional 12 months to spend the Incentive or Site Block Grant (June 30, 2027). Funding may not be saved or accumulated for use in future fiscal years.

Grantees of Incentives and Site Block Grants will be required to report the following:

- Program Name
- Tier Rating
- Amount of Incentive or Site Block Grant received
- Expenditure reporting categories:
  - Classroom Equipment/Furniture
  - Classroom Materials
  - Minor Facilities Improvements
  - Classroom Improvements to Accommodate Students with Disabilities
  - Community Outreach
  - Professional Development (workshops, trainings, coaching, and so forth)
  - Education Software (for example, learning Genie, ASQ Online, and so forth)
  - Stipends

- Entertainment, including amusement, diversion, and social activities, and any expenses directly associated with such costs
- Goods or services for personal use of the lead agency and partner employees regardless of whether the cost is reported as taxable income to the employees
- Legal costs incurred in defense of any civil or criminal fraud proceeding or legal expenses for prosecution of claims against the State of California.
- Lobbying costs, whether direct or indirect
- Political activities
- Organized fund-raising, including financial campaigns, solicitation of gifts and bequests, and similar expenses incurred to raise capital or obtain contributions
- Materials and supplies for participating sites not tied to site improvement plan
- Current year agreement funds to pay prior or future year obligations
- Capital assets such as equipment, land, buildings, vehicles, and so forth Unallowable costs also include all costs required to make the item serviceable (for example, taxes, freight, installation costs, site preparation costs)
- Facilities renovation, improvements, and repairs
- Idle facilities or idle capacity except to the extent they are: 1) necessary to meet fluctuations in workload, or 2) necessary when acquired and are now idle because of changes in program requirements, efforts to achieve more economical operations, reorganization, termination, or other causes that could not have been reasonably foreseen
- Gift Cards
- Major facilities improvements (for example, playgrounds)
- Savings for future, anticipated expenses
- Teacher bonuses (this includes any direct payments to teachers not tied to participation in quality improvement activities)
- Bonuses for teacher retention are not allowable
- For activities and expenses that are not listed, please reach out to your lead agency at county-level.

PUESD Helen Wilcox Elementary School TK Project Change Order Log				Contractor: United Building Contractors, Inc.	
			Original Contract Amt:	\$5,285,338	
Change Order #	Site	Change Order Title	Description	Cost	Board Approval
01	Helen Wilcox	Installation of concrete curb and track.	Install +/- 410lf of Concrete Curb at track, install base rock and Decomposed Granite.	\$ 75,747.98	Approved
02	Helen Wilcox	Solar Panel System Changes	Due to Manufacture production changes and discontinuation of the system a redesign of the system was required.	\$ 5,722.79	Approved
03	Helen Wilcox	Vent Block Installation	While the State Inspector visited the site, a field note required additional ventilation blocking to be incorporated in the Project Design.	\$ 6,885.00	Approved
04	Helen Wilcox	Door Hardware Changes	Change in ADA Hardware required to meet ADA requirements.	\$ 4,161.60	Approved
05	Helen Wilcox	Domestic water changes	Due to unforeseen conditions- while grading the site fire access road, domestic water was hit that was not noted on the plans. Rerouting of the Domestic water was necessary.	\$ 5,443.78	Approved
06	Helen Wilcox	Flooring Changes in Classroom	The flooring layout changed in the classrooms. End-users requested addition hard surface/ LVT vs. Carpet.	\$ 5,768.10	Approved
07	Helen Wilcox	Fencing Modification	A credit is being provided for the cost difference resulting from the District's requested fencing modification.	\$ (20,422.00)	Approved
08	Helen Wilcox	Additional LCD Clocks and Speakers	At the District's request, additional LCD clocks and speakers were added to complete the campus-wide upgrade.	\$ 17,357.34	Pending Approval
09	Helen Wilcox	Additon of Drywells	The project design indicated the HVAC condensation line would drain onto the sidewalk adjacent to the building. The District directed the contractor to install a drywell.	\$ 2,169.47	Approved
		Adjusted Construction Contract Amount this Period:		\$ (895.19)	
			Previously Approved Changes:	\$ 103,729.25	
			Current Construction Contract Amount:	\$ 5,388,172.06	
			Available Budgeted Contingency	\$ 264,247.00	
			Remaining Budget Contingency	\$ 161,412.94	

**AMENDMENT NO. 1 TO AGREEMENT FOR SPECIAL SERVICES**  
**Palermo Union /Collective Impact Solutions**

This Amendment No. 1 ("Amendment No. 1") is made to the Agreement for Special Services ("Agreement") originally entered as of July 1, 2025, by and between the Butte County Office of Education, ("BCOE") and Palermo Union School District ("LEA"), (together, "Parties").

NOW, THEREFORE, the Parties agree as follows:

1. **Additional Services.** BCOE has requested that the LEA provide additional services in addition to the ones set forth in the Agreement. The additional services are further described in **Exhibit "A"**, attached hereto and incorporated herein by this reference as related to the FNLD/CSLD ("Additional Services").
2. **Compensation.** BCOE previously agreed to pay the LEA for services rendered pursuant to the Agreement a total fee of Seventy-eight thousand nine hundred dollars. (\$78,900.00). BCOE now agrees to pay LEA an additional Eighty-six thousand one hundred Dollars (\$86,100.00) for the Additional Services identified in this Amendment. The total compensation due to the LEA under this Amendment and the original Agreement shall be One hundred sixty-five thousand dollars (\$165,000.00)
3. **Signature Authority.** Each party has the full power and authority to enter into and perform this Amendment, and the person signing this Amendment on behalf of each Party has been properly authorized and empowered to enter into this Amendment.
4. **Counterparts.** This Amendment and all further amendments and supplements to it may be executed in counterparts, and all counterparts together shall be construed as one document.
5. **Incorporation of Recitals and Exhibits.** The Recitals and each exhibit attached hereto are hereby incorporated herein by reference.

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

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

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

**Butte County Office of Education**

**Palermo Union Elementary School District**

By: \_\_\_\_\_

By: \_\_\_\_\_

Print Name: Mary Sukuma

Print Name: Gary Rogers

Print Title: Superintendent

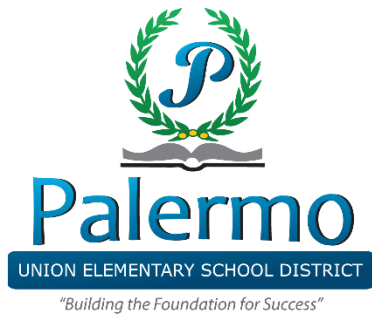
Print Title: Superintendent

**EXHIBIT "A"**  
**DESCRIPTION OF ADDITIONAL SERVICES TO BE PERFORMED BY LEA**

Butte County Office of Education through the Stronger Connections grant will reimburse Palermo Unified School District for Professional Development services provided by Collective Impact Solutions, as summarized.

**Continuation of Phase 1 & Phase 2 – Exploration**

Collective Impact Solutions will support Palermo USD in installing and aligning a districtwide Multi-Tiered System of Support (MTSS) and Community Schools framework. The consultant will co-design and facilitate leadership meetings, site trainings, advisory structures, and communities of learning to ensure readiness, alignment, and sustainability for full implementation



# Memo

**To: Board Members**  
**From: Ruthie Anaya, Assistant Superintendent of Business**  
**Date: February 25, 2026**  
**Re: Skilled and Trained Workforce Reports**

## **Background Information**

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

It is requested that the Board of Education approve the Skilled and Trained Workforce reports for June through December of 2025.

## **Fiscal Implications**

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

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

## **Monthly Skilled and Trained Workforce Report**

Education Code § 17407.5

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

Project Name: Helen Wilcox Elementary Transitional Kindergarten Building

Month/Year: June 2025

% of Journeymen who  
graduated from an  
approved apprenticeship  
program

<b>Subcontractor (all tiers)</b>	<b>License Number</b>	<b>Monthly</b>	<b>Note</b>
All-American Construction (Operator)	948762	31.8%	
All-American Construction (Laborer)	948762	60.5%	
Firebolt Electrical	837554	100.0%	
UBC (Laborer)	679303	100.0%	
UBC (Operating Engineer)	679303	100.0%	

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

Company: \_\_\_\_\_

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

Title: \_\_\_\_\_

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

### **EXPLANATION AND COMPLIANCE PLAN**

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

--

# SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR

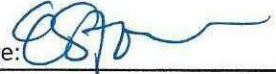
DISTRICT: Palermo Union Elementary School District				PROJECT NAME: Helen Wilcox Transitional K Class Building		
CONTRACTOR: United Building Contractors, Inc.				MONTH, YEAR: June 2025 - Operator		
SUBCONTRACTOR: All-American Construction, Inc.						
	A**	B	C	D	E	F
ONLY ENTER VALUES IN GREEN CELLS (Columns C & F will populate automatically)		Skilled and Trained Workforce				
		Journeypersons				
	Total Workers (or Hours) on Project	Registered Apprentices (or Apprentices' Hours)	Total Journeypersons (or Journeypersons' Hours)	Journeypersons with on-the Job Training (or Journeypersons' Hours)	Graduates of Apprenticeship Program (or Apprentices' Hours)	Percentage of Journeyperson Work Performed by Graduates**
By Number of Workers  <u>OR</u>	0	0	0	0	0	#DIV/0!
By Number of Hours	100.5	0	100.5	68.5	32	31.8%

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

## 2 Exceptions:

1. 30% for acoustical installer, bricklayer, carpenter, cement mason, drywall installer or lather, marble mason, finisher, or setter, modular furniture or systems installer, operating engineer, pile driver, plasterer, roofer or waterproofer, stone mason, surveyor, teamster, terrazzo worker or finisher, and tile layer, setter, or finisher.
2. Not applicable to teamsters.

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

Signature: 

Date: 7/22/2025

**SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR**

DISTRICT: Palermo Union Elementary School District				PROJECT NAME: Helen Wilcox Transitional K Class Building		
CONTRACTOR: United Building Contractors, Inc.				MONTH, YEAR: June 2025 - Laborer		
SUBCONTRACTOR: All-American Construction, Inc.						
	<b>A**</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>ONLY ENTER VALUES IN GREEN CELLS (Columns C &amp; F will populate automatically)</b>		<b>Skilled and Trained Workforce</b>				
			<b>Journeypersons</b>			
	<b>Total Workers (or Hours) on Project</b>	<b>Registered Apprentices (or Apprentices' Hours)</b>	<b>Total Journeypersons (or Journeypersons' Hours)</b>	<b>Journeypersons with on-the Job Training (or Journeypersons' Hours)</b>	<b>Graduates of Apprenticeship Program (or Apprentices' Hours)</b>	<b>Percentage of Journeyperson Work Performed by Graduates**</b>
<b>By Number of Workers</b>	0	0	0	0	0	#DIV/0!
<u>OR</u>						
<b>By Number of Hours</b>	89	8	81	32	49	60.5%

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

**2 Exceptions:**

1. 30% for acoustical installer, bricklayer, carpenter, cement mason, drywall installer or lather, marble mason, finisher, or setter, modular furniture or systems installer, operating engineer, pile driver, plasterer, roofer or waterproofer, stone mason, surveyor, teamster, terrazzo worker or finisher, and tile layer, setter, or finisher.
2. Not applicable to teamsters.

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

Signature: 

Date: 7/22/25

# SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR

DISTRICT: Palermo Union Elementary School District			PROJECT NAME: Helen Wilcox TK Classroom Building			
CONTRACTOR: United Building Contractors, Inc.			MONTH, YEAR: June, 2025			
SUBCONTRACTOR: Firebolt Electrical						
	<b>A **</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>ONLY ENTER VALUES IN GREEN CELLS (Columns C &amp; F will populate automatically)</b>		<b>Skilled and Trained Workforce</b>				
			<b>Journeypersons</b>			
	<b>Total Workers (or Hours) on Project</b>	<b>Registered Apprentices (or Apprentices' Hours)</b>	<b>Total Journeypersons (or Journeypersons' Hours)</b>	<b>Journeypersons with on-the Job Training (or Journeypersons' Hours)</b>	<b>Graduates of Apprenticeship Program (or Apprentices' Hours)</b>	<b>Percentage of Journeyperson Work Performed by Graduates **</b>
By Number of Workers <u>OR</u>	3	1	2	0	2	100.0%
By Number of Hours	0	0	0	0	0	#DIV/0!

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

## 2 Exceptions:

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

I, Julia Daniels, the undersigned, am the Office Administrator (position in business) with the authority to act for and on behalf of Firebolt Electrical (name of business and/or contractor), certify under penalty of perjury that the records or copies thereof submitted to Palermo Unified School District are the originals or true, full, and correct copies of the originals, and the information contained herein is true and correct.

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

Date: 23 July 2025

**SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR**

DISTRICT: Palermo Union Elementary School District				PROJECT NAME: Helen Wilcox TK Classroom Building		
CONTRACTOR: United Building Contractors, Inc.				MONTH, YEAR: June 2025		
SUBCONTRACTOR: UBC - Laborer						
	<b>A**</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>ONLY ENTER VALUES IN GREEN CELLS (Columns C &amp; F will populate automatically)</b>		<b>Skilled and Trained Workforce</b>				
			<b>Journeypersons</b>			
		<b>Registered Apprentices (or Apprentices' Hours)</b>	<b>Total Journeypersons (or Journeypersons' Hours)</b>	<b>Journeypersons with on-the Job Training (or Journeypersons' Hours)</b>	<b>Graduates of Apprenticeship Program (or Apprentices' Hours)</b>	<b>Percentage of Journeyperson Work Performed by Graduates**</b>
	<b>Total Workers (or Hours) on Project</b>					
<b>By Number of Workers</b>	2	0	2	0	2	100.0%
<u>OR</u>						
<b>By Number of Hours</b>	0	0	0	0	0	#DIV/0!

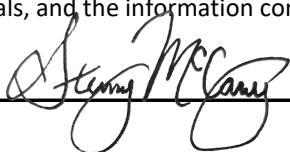
**\*\* 60% of all skilled journeypersons MUST be graduates of approved apprenticeship programs; AND**  
**Column (A) must equal Column (B) plus Column (C) [A = B+C] since every worker must be either an apprentice or a skilled journeyperson.**  
**If either of these requirements are not met, the Contractor/Subcontractor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

**2 Exceptions:**

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

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

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



Date: 7/24/2025

**SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR**

DISTRICT: Palermo Union Elementary School District				PROJECT NAME: Helen Wilcox TK Classroom Building		
CONTRACTOR: United Building Contractors, Inc.				MONTH, YEAR: June 2025		
SUBCONTRACTOR: UBC - Equipment Operator						
	<b>A**</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>ONLY ENTER VALUES IN GREEN CELLS (Columns C &amp; F will populate automatically)</b>		<b>Skilled and Trained Workforce</b>				
			<b>Journeypersons</b>			
		<b>Registered Apprentices (or Apprentices' Hours)</b>	<b>Total Journeypersons (or Journeypersons' Hours)</b>	<b>Journeypersons with on-the Job Training (or Journeypersons' Hours)</b>	<b>Graduates of Apprenticeship Program (or Apprentices' Hours)</b>	<b>Percentage of Journeyperson Work Performed by Graduates**</b>
	<b>Total Workers (or Hours) on Project</b>					
<b>By Number of Workers</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>100.0%</b>
<b><u>OR</u></b>						
<b>By Number of Hours</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>#DIV/0!</b>

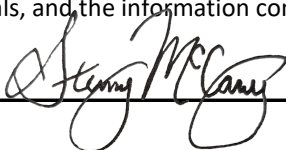
**\*\* 60% of all skilled journeypersons MUST be graduates of approved apprenticeship programs; AND**  
**Column (A) must equal Column (B) plus Column (C) [A = B+C] since every worker must be either an apprentice or a skilled journeyperson.**  
**If either of these requirements are not met, the Contractor/Subcontractor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

**2 Exceptions:**

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

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

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



Date: 7/24/2025

## **Monthly Skilled and Trained Workforce Report**

Education Code § 17407.5

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

Project Name: Helen Wilcox Elementary Transitional Kindergarten Building

Month/Year: July 2025

% of Journeymen who  
graduated from an  
approved apprenticeship  
program

Subcontractor (all tiers)	License Number	Monthly	Note
All-American Construction (Operator)	948762	35.1%	
All-American Construction (Laborer)	948762	63.4%	
Firebolt Electrical	837554	100.0%	
H&W Nor-Cal Builders	972127	100.0%	
Rock Creek (Cement Mason)	883815	100.0%	
Rock Creek (Laborer)	883815	100.0%	
UBC (Operating Engineer)	679303	100.0%	
UBC (Laborer)	679303	100.0%	

Dated: 10/9/2025

Company: United Building Contractors, Inc.

Signature: 

Title: Compliance Coordinator

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

### **EXPLANATION AND COMPLIANCE PLAN**

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

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**SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR**


DISTRICT: Palermo Union Elementary School District				PROJECT NAME: Helen Wilcox Transitional K Class Building		
CONTRACTOR: United Building Contractors, Inc.				MONTH, YEAR: July 2025 - Laborers		
SUBCONTRACTOR: All-American Construction, Inc.						
	<b>A**</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>ONLY ENTER VALUES IN GREEN CELLS (Columns C &amp; F will populate automatically)</b>		<b>Skilled and Trained Workforce</b>				
			<b>Journeypersons</b>			
	<b>Total Workers (or Hours) on Project</b>	<b>Registered Apprentices (or Apprentices' Hours)</b>	<b>Total Journeypersons (or Journeypersons' Hours)</b>	<b>Journeypersons with on-the Job Training (or Journeypersons' Hours)</b>	<b>Graduates of Apprenticeship Program (or Apprentices' Hours)</b>	<b>Percentage of Journeyperson Work Performed by Graduates**</b>
<b>By Number of Workers</b> <u>OR</u>	0	0	0	0	0	#DIV/0!
<b>By Number of Hours</b>	50.5	0	50.5	18.5	32	63.4%

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

**2 Exceptions:**

1. 30% for acoustical installer, bricklayer, carpenter, cement mason, drywall installer or lather, marble mason, finisher, or setter, modular furniture or systems installer, operating engineer, pile driver, plasterer, roofer or waterproofer, stone mason, surveyor, teamster, terrazzo worker or finisher, and tile layer, setter, or finisher.
2. Not applicable to teamsters.

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

Signature: 

Date: 8/14/25

# SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR

DISTRICT: Palermo Union Elementary School District				PROJECT NAME: Helen Wilcox Transitional K Class Building		
CONTRACTOR: United Building Contractors, Inc.				MONTH, YEAR: July 2025 - Operators		
SUBCONTRACTOR: All-American Construction, Inc.						
	A**	B	C	D	E	F
ONLY ENTER VALUES IN GREEN CELLS (Columns C & F will populate automatically)		Skilled and Trained Workforce				
			Journeypersons			
	Total Workers (or Hours) on Project	Registered Apprentices (or Apprentices' Hours)	Total Journeypersons (or Journeypersons' Hours)	Journeypersons with on-the Job Training (or Journeypersons' Hours)	Graduates of Apprenticeship Program (or Apprentices' Hours)	Percentage of Journeyperson Work Performed by Graduates**
By Number of Workers <u>OR</u>	0	0	0	0	0	#DIV/0!
By Number of Hours	79.5	0	85.5	55.5	30	35.1%

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

## 2 Exceptions:

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

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

Signature: EST

Date: 8/14/25

# SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR

DISTRICT: Palermo Union School District				PROJECT NAME: Helen Wilcox TK/K Building		
CONTRACTOR: United Building Contractors, Inc.				MONTH, YEAR: 07/2025		
SUBCONTRACTOR: H&W Nor-Cal Builders						
	A**	B	C	D	E	F
ONLY ENTER VALUES IN GREEN CELLS (Columns C & F will populate automatically)	Total Workers (or Hours) on Project	Skilled and Trained Workforce				
		Registered Apprentices (or Apprentices' Hours)	Journeypersons			
			Total Journeypersons (or Journeypersons' Hours)	Journeypersons with on-the Job Training (or Journeypersons' Hours)	Graduates of Apprenticeship Program (or Apprentices' Hours)	Percentage of Journeyperson Work Performed by Graduates**
By Number of Workers <u>OR</u>	0	0	0	0	0	#DIV/0!
By Number of Hours	8	0	8	0	8	100.0%

60% of all skilled journeypersons MUST be graduates of approved apprenticeship programs; AND

Column (A) must equal Column (B) plus Column (C) [A = B+C] since every worker must be either an apprentice or a skilled journeyperson.

If either of these requirements are not met, the Contractor/Subcontractor is out of compliance and

Contractor must attach to this report its plan to achieve substantial compliance.

## 2 Exceptions:

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

I, \_\_\_\_\_ Trachelle Iorg-Harvey \_\_\_\_\_, the undersigned, am the \_\_\_\_\_ CEO \_\_\_\_\_ (*position in business*) with the authority to act for and on behalf of \_\_\_\_\_ H&W Nor-Cal Builders \_\_\_\_\_ (*name of business and/or contractor*), certify under penalty of perjury that the records or copies thereof submitted to \_\_\_\_\_ Thermalito Union Elementary School District \_\_\_\_\_ are the originals or true, full, and correct copies of the originals, and the information contained herein is true and correct.

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

Date: 7/31/25

**SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR**

DISTRICT: Palermo Union Elementary School District				PROJECT NAME: Helen Wilcox TK Classroom Building		
CONTRACTOR: United Building Contractors, Inc.				MONTH, YEAR: July, 2025		
SUBCONTRACTOR: Firebolt Electrical						
	<b>A **</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>ONLY ENTER VALUES IN GREEN CELLS (Columns C &amp; F will populate automatically)</b>	<b>Total Workers (or Hours) on Project</b>	<b>Skilled and Trained Workforce</b>				
		<b>Registered Apprentices (or Apprentices' Hours)</b>	<b>Journeypersons</b>			
			<b>Total Journeypersons (or Journeypersons' Hours)</b>	<b>Journeypersons with on-the Job Training (or Journeypersons' Hours)</b>	<b>Graduates of Apprenticeship Program (or Apprentices' Hours)</b>	<b>Percentage of Journeyperson Work Performed by Graduates **</b>
<b>By Number of Workers <u>OR</u></b>	3	1	2	0	2	100.0%
<b>By Number of Hours</b>	0	0	0	0	0	#DIV/0!

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

**2 Exceptions:**

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

I, \_\_\_\_\_ Julia Daniels \_\_\_\_\_, the undersigned, am the \_\_\_\_\_ Office Administrator \_\_\_\_\_ (*position in business*) with the authority to act for and on behalf of \_\_\_\_\_ Firebolt Electrical \_\_\_\_\_ (*name of business and/or contractor*), certify under penalty of perjury that the records or copies thereof submitted to \_\_\_\_\_ Palermo \_\_\_\_\_ Unified School District are the originals or true, full, and correct copies of the originals, and the information contained herein is true and correct.

Signature: \_\_\_\_\_ *julia Daniels* \_\_\_\_\_

Date: 8/18/2025

**EXHIBIT "A"**

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

Owner: Palermo Union Elementary School District

Contract: Helen Wilcox Elementary School: Transitional Kindergarten Classroom Building

The undersigned declares:

I am the Compliance Manager of Rock Creek Construction, Inc. the "Contractor" ☐ or a subcontractor ☒ to the "Contractor" (check one) on the Project identified above. I hereby certify that during the month of July, 2025, there were a total of 10 workers employed by my company in the apprenticeable occupation of Cement Mason and these workers performed a total of 194.5 hours of work within this apprenticeable occupation. I certify that all of these workers in this apprenticeable occupation are either skilled journeypersons or apprentices registered in an apprenticeship program approved by the Department of Industrial Relations (DIR), and that all of these hours performed in this apprenticeable occupation were performed by such skilled journeypersons and apprentices.

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

☐ **A. Exemption from Percentage Compliance**

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

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

☐ **B. Percentage Compliance by Number of Workers**

1. Of the above total number of workers employed by my company in this apprenticeable occupation this month, 8 (\_\_\_\_) were apprentices registered in an apprenticeship program approved by the DIR.
2. Of the above total number of workers employed by my company in this apprenticeable occupation in this month, 2 were skilled journeypersons. Included in these skilled journeypersons are the following:
  - a. 2 who are graduates of an apprenticeship program for the applicable occupation (as defined in Section 13 of the Agreement); and
  - b. \_\_\_\_\_ who are not graduates of an approved apprenticeship program for this apprenticeable occupation, but (a) no apprenticeship program had been approved \_\_\_\_\_ by the DIR before January 1, 1995, for this apprenticeable occupation; and (b) \_\_\_\_\_ these workers commenced working in this apprenticeable occupation before \_\_\_\_\_ DIR approval of an apprenticeship program for that occupation in the county in \_\_\_\_\_ which the Project is located.

**EXHIBIT "A" (Continued)**

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

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

1. Of the above total number of hours of work performed by workers employed by my company in this apprenticeable occupation this month, 194.5 hours were performed by apprentices registered in an apprenticeship program approved by the DIR.
2. Of the above total number of hours of work performed by workers employed by my company in this apprenticeable occupation in this month, 41.5 hours were performed by skilled journeypersons. Included in these hours are the following:
  - a. 41.5 hours performed by graduates of an apprenticeship program for the applicable occupation; and
  - b. \_\_\_\_\_ hours performed by skilled journeypersons who are not graduates of an approved apprenticeship program for this apprenticeable occupation, but (a) no apprenticeship program had been approved by the DIR before January 1, 1995, for this apprenticeable occupation; (b) these workers commenced working in this apprenticeable occupation before DIR approval of an apprenticeship program for that occupation in the county in which the Project is located.

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

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct and that this declaration is executed on August 6, 2025, at Chico [city], California.

Lynda Cameron  
[Name]

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct and that this declaration is executed on August 6, 2025, at Chico [city], California.

Lynda Cameron  
[Name]

**EXHIBIT "A"**

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

Owner: Palermo Union Elementary School District

Contract: Helen Wilcox Elementary School: Transitional Kindergarten Classroom Building

The undersigned declares:

I am the Compliance Manager of Rock Creek Construction, Inc. the "Contractor" ☐ or a subcontractor ☒ to the "Contractor" (check one) on the Project identified above. I hereby certify that during the month of July, 2025, there were a total of 3 workers employed by my company in the apprenticeable occupation of Laborer and these workers performed a total of 79 hours of work within this apprenticeable occupation. I certify that all of these workers in this apprenticeable occupation are either skilled journeypersons or apprentices registered in an apprenticeship program approved by the Department of Industrial Relations (DIR), and that all of these hours performed in this apprenticeable occupation were performed by such skilled journeypersons and apprentices.

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

☐ **A. Exemption from Percentage Compliance**

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

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

☐ **B. Percentage Compliance by Number of Workers**

1. Of the above total number of workers employed by my company in this apprenticeable occupation this month, \_\_\_\_\_ ( 0 ) were apprentices registered in an apprenticeship program approved by the DIR.
2. Of the above total number of workers employed by my company in this apprenticeable occupation in this month, 0 were skilled journeypersons. Included in these skilled journeypersons are the following:
  - a. \_\_\_\_\_ who are graduates of an apprenticeship program for the applicable occupation (as defined in Section 13 of the Agreement); and
  - b. \_\_\_\_\_ who are not graduates of an approved apprenticeship program for this apprenticeable occupation, but (a) no apprenticeship program had been approved \_\_\_\_\_ by the DIR before January 1, 1995, for this apprenticeable occupation; and (b) \_\_\_\_\_ these workers commenced working in this apprenticeable occupation before \_\_\_\_\_ DIR approval of an apprenticeship program for that occupation in the county in \_\_\_\_\_ which the Project is located.

**EXHIBIT "A" (Continued)**

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

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

1. Of the above total number of hours of work performed by workers employed by my company in this apprenticeable occupation this month, 79 hours were performed by apprentices registered in an apprenticeship program approved by the DIR.
2. Of the above total number of hours of work performed by workers employed by my company in this apprenticeable occupation in this month, 0 hours were performed by skilled journeypersons. Included in these hours are the following:
  - a. 0 hours performed by graduates of an apprenticeship program for the applicable occupation; and
  - b. 0 hours performed by skilled journeypersons who are not graduates of an approved apprenticeship program for this apprenticeable occupation, but (a) no apprenticeship program had been approved by the DIR before January 1, 1995, for this apprenticeable occupation; (b) these workers commenced working in this apprenticeable occupation before DIR approval of an apprenticeship program for that occupation in the county in which the Project is located.

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

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct and that this declaration is executed on August 6, 2025, at Chico [city], California.

Lynda Cameron  
[Name]

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct and that this declaration is executed on August 6, 2025, at Chico [city], California.

Lynda Cameron  
[Name]

**SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR**

DISTRICT: Palermo Union Elementary School District				PROJECT NAME: Helen Wilcox TK Classroom Building		
CONTRACTOR: United Building Contractors, Inc.				MONTH, YEAR: July 2025		
SUBCONTRACTOR: UBC - Operating Engineer						
	<b>A**</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>ONLY ENTER VALUES IN GREEN CELLS (Columns C &amp; F will populate automatically)</b>		<b>Skilled and Trained Workforce</b>				
			<b>Journeypersons</b>			
		Registered Apprentices (or Apprentices' Hours)	Total Journeypersons (or Journeypersons' Hours)	Journeypersons with on-the Job Training (or Journeypersons' Hours)	Graduates of Apprenticeship Program (or Apprentices' Hours)	Percentage of Journeyperson Work Performed by Graduates**
	Total Workers (or Hours) on Project					
By Number of Workers	1	0	1	0	1	100.0%
<u>OR</u>						
By Number of Hours	0	0	0	0	0	#DIV/0!

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

**2 Exceptions:**

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

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

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



Date: 8/20/2025

**SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR**

DISTRICT: Palermo Union Elementary School District				PROJECT NAME: Helen Wilcox TK Classroom Building		
CONTRACTOR: United Building Contractors, Inc.				MONTH, YEAR: July 2025		
SUBCONTRACTOR: UBC - Laborer						
	<b>A**</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>ONLY ENTER VALUES IN GREEN CELLS (Columns C &amp; F will populate automatically)</b>		<b>Skilled and Trained Workforce</b>				
			<b>Journeypersons</b>			
		Registered Apprentices (or Apprentices' Hours)	Total Journeypersons (or Journeypersons' Hours)	Journeypersons with on-the Job Training (or Journeypersons' Hours)	Graduates of Apprenticeship Program (or Apprentices' Hours)	Percentage of Journeyperson Work Performed by Graduates**
	Total Workers (or Hours) on Project					
By Number of Workers <u>OR</u>	3	0	3	0	3	100.0%
By Number of Hours	0	0	0	0	0	#DIV/0!

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

**2 Exceptions:**

1. 30% for acoustical installer, bricklayer, carpenter, cement mason, drywall installer or lather, marble mason, finisher, or setter, modular furniture or systems installer, operating engineer, pile driver, plasterer, roofer or waterproofer, stone mason, surveyor, teamster, terrazzo worker or finisher, and tile layer, setter, or finisher.
2. Not applicable to teamsters.

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

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

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

## **Monthly Skilled and Trained Workforce Report**

Education Code § 17407.5

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

Project Name: Helen Wilcox Elementary Transitional Kindergarten Building

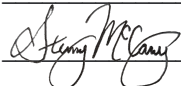
Month/Year: August 2025

% of Journeymen who  
graduated from an  
approved apprenticeship  
program

Subcontractor (all tiers)	License Number	Monthly	Note
All-American Construction (Operator)	948762	35.1%	
All-American Construction (Laborer)	948762	63.4%	
Firebolt Electrical	837554	100.0%	
H&W Nor-Cal Builders	972127	100.0%	
Rock Creek (Carpenter)	883815	0.0%	Compliance letter received.
Rock Creek (Cement Mason)	883815	34.8%	
Rock Creek (Laborer)	883815	0.0%	Compliance letter received.
UBC (Operating Engineer)	679303	100.0%	
UBC (Laborer)	679303	100.0%	
WWF Contractors Corp	418113	80.0%	

Dated: 10/16/2025

Company: United Building Contractors, Inc.

Signature: 

Title: Stenny McCary, Compliance Coordinator

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

### **EXPLANATION AND COMPLIANCE PLAN**

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

A letter of non-compliance has been supplied from Rock Creek for the Carpenters 30% and Laborers 60% not being met.

**SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR**


DISTRICT: Palermo Union Elementary School District				PROJECT NAME: Helen Wilcox Kinder		
CONTRACTOR: United Building Contractors, Inc.				MONTH, YEAR: August 2025 Operator		
SUBCONTRACTOR: All-American Construction, Inc.						
	<b>A**</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>ONLY ENTER VALUES IN GREEN CELLS (Columns C &amp; F will populate automatically)</b>		<b>Skilled and Trained Workforce</b>				
			<b>Journeypersons</b>			
	<b>Total Workers (or Hours) on Project</b>	<b>Registered Apprentices (or Apprentices' Hours)</b>	<b>Total Journeypersons (or Journeypersons' Hours)</b>	<b>Journeypersons with on-the Job Training (or Journeypersons' Hours)</b>	<b>Graduates of Apprenticeship Program (or Apprentices' Hours)</b>	<b>Percentage of Journeyperson Work Performed by Graduates**</b>
<b>By Number of Workers</b>	0	0	0	0	0	#DIV/0!
<u>OR</u>						
<b>By Number of Hours</b>	17	0	17	9	8	47.1%

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

**2 Exceptions:**

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

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

Signature: 

Date: 9/15/2025

# SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR

DISTRICT: Palermo Union Elementary School District				PROJECT NAME: Helen Wilcox Kinder		
CONTRACTOR: United Building Contractors, Inc.				MONTH, YEAR: August 2025 Laborer		
SUBCONTRACTOR: All-American Construction, Inc.						
	A**	B	C	D	E	F
ONLY ENTER VALUES IN GREEN CELLS (Columns C & F will populate automatically)		Skilled and Trained Workforce				
		Journeypersons				
	Total Workers (or Hours) on Project	Registered Apprentices (or Apprentices' Hours)	Total Journeypersons (or Journeypersons' Hours)	Journeypersons with on-the Job Training (or Journeypersons' Hours)	Graduates of Apprenticeship Program (or Apprentices' Hours)	Percentage of Journeyperson Work Performed by Graduates**
By Number of Workers <u>OR</u>	0	0	0	0	0	#DIV/0!
By Number of Hours	13	0	13	5	8	61.5%

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

## 2 Exceptions:

1. 30% for acoustical installer, bricklayer, carpenter, cement mason, drywall installer or lather, marble mason, finisher, or setter, modular furniture or systems installer, operating engineer, pile driver, plasterer, roofer or waterproofer, stone mason, surveyor, teamster, terrazzo worker or finisher, and tile layer, setter, or finisher.
2. Not applicable to teamsters.

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

Signature: 

Date: 9/15/2025

# SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR

DISTRICT: Palermo Union Elementary School District				PROJECT NAME: Helen Wilcox TK Classroom Building		
CONTRACTOR: United Building Contractors, Inc.				MONTH, YEAR: August, 2025		
SUBCONTRACTOR: Firebolt Electrical						
	A **	B	C	D	E	F
ONLY ENTER VALUES IN GREEN CELLS (Columns C & F will populate automatically)	Total Workers (or Hours) on Project	Skilled and Trained Workforce				
		Registered Apprentices (or Apprentices' Hours)	Journeypersons			
			Total Journeypersons (or Journeypersons' Hours)	Journeypersons with on-the Job Training (or Journeypersons' Hours)	Graduates of Apprenticeship Program (or Apprentices' Hours)	Percentage of Journeyperson Work Performed by Graduates **
By Number of Workers <u>OR</u>	3	1	2	0	2	100.0%
By Number of Hours	0	0	0	0	0	#DIV/0!

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

## 2 Exceptions:

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

I, \_\_\_\_\_ Julia Daniels \_\_\_\_\_, the undersigned, am the \_\_\_\_\_ Office Administrator \_\_\_\_\_ (*position in business*) with the authority to act for and on behalf of \_\_\_\_\_ Firebolt Electrical \_\_\_\_\_ (*name of business and/or contractor*), certify under penalty of perjury that the records or copies thereof submitted to \_\_\_\_\_ Palermo \_\_\_\_\_ Unified School District are the originals or true, full, and correct copies of the originals, and the information contained herein is true and correct.

Signature: \_\_\_\_\_ *julia Daniels* \_\_\_\_\_

Date: 9/8/2025

# SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR

DISTRICT: Palermo Union School District				PROJECT NAME: Helen Wilcox TK/K Building		
CONTRACTOR: United Building Contractors, Inc.				MONTH, YEAR: 08/2025		
SUBCONTRACTOR: H&W Nor-Cal Builders						
	A**	B	C	D	E	F
ONLY ENTER VALUES IN GREEN CELLS (Columns C & F will populate automatically)	Total Workers (or Hours) on Project	Skilled and Trained Workforce				
		Registered Apprentices (or Apprentices' Hours)	Journeypersons			
			Total Journeypersons (or Journeypersons' Hours)	Journeypersons with on-the Job Training (or Journeypersons' Hours)	Graduates of Apprenticeship Program (or Apprentices' Hours)	Percentage of Journeyperson Work Performed by Graduates**
By Number of Workers <u>OR</u>	0	0	0	0	0	#DIV/0!
By Number of Hours	89.5	0	89.5	14	75.5	84.4%

60% of all skilled journeypersons MUST be graduates of approved apprenticeship programs; AND

Column (A) must equal Column (B) plus Column (C) [A = B+C] since every worker must be either an apprentice or a skilled journeyperson.

If either of these requirements are not met, the Contractor/Subcontractor is out of compliance and

Contractor must attach to this report its plan to achieve substantial compliance.

## 2 Exceptions:

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

I, \_\_\_\_\_ Trachelle Iorg-Harvey \_\_\_\_\_, the undersigned, am the \_\_\_\_\_ CEO \_\_\_\_\_ (*position in business*) with the authority to act for and on behalf of \_\_\_\_\_ H&W Nor-Cal Builders \_\_\_\_\_ (*name of business and/or contractor*), certify under penalty of perjury that the records or copies thereof submitted to \_\_\_\_\_ Thermalito Union Elementary School District \_\_\_\_\_ are the originals or true, full, and correct copies of the originals, and the information contained herein is true and correct.

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

Date: 8/31/25



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

**October 16, 2025**

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

Issue: Contractor did not meet compliance for graduated apprenticeship in the Carpenter and Laborer craft for August 2025.

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

**COMPLIANCE PLAN**

Rock Creek Construction, Inc. is signatory to the Cement Masons, Carpenters and Laborers Union. We have scheduled a week long testing for two of our cement mason employees which will take place in September, and they will soon be registered apprentices, scheduled to graduate in the coming months. Most of our current Laborer workforce is in an accelerated apprenticeship program and will graduate within six months. This will allow us to have a larger base of skilled and trained workers in order to meet the Skilled and Trained workforce requirements. Rock Creek also plans to move more of our STWF to this project and plan to be in compliance in the coming months.

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

Rock Creek's project percentage of craft hours for the month of August 2025 are as follows:

	Cement Mason – 30%	Carpenter – 30%	Laborer – 60%
August 2025	34.8%	0%	0%

Thank you,

*L. Cameron*

Lynda Cameron

**SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR**

DISTRICT: Palermo Union Elementary School District				PROJECT NAME: Helen Wilcox TK Classroom Building		
CONTRACTOR: United Building Contractors, Inc.				MONTH, YEAR: August 2025 - CARPENTER		
SUBCONTRACTOR: Rock Creek Construction, Inc.						
	<b>A**</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>ONLY ENTER VALUES IN GREEN CELLS (Columns C &amp; F will populate automatically)</b>	<b>Total Workers (or Hours) on Project</b>	<b>Skilled and Trained Workforce</b>				
		<b>Registered Apprentices (or Apprentices' Hours)</b>	<b>Journeypersons</b>			
			<b>Total Journeypersons (or Journeypersons' Hours)</b>	<b>Journeypersons with on-the Job Training (or Journeypersons' Hours)</b>	<b>Graduates of Apprenticeship Program (or Apprentices' Hours)</b>	<b>Percentage of Journeyperson Work Performed by Graduates**</b>
<b>By Number of Workers</b> <u>OR</u>	0	0	0	0	0	#DIV/0!
<b>By Number of Hours</b>	8	0	8	8	0	0.0%

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

**2 Exceptions:**

1. 30% for acoustical installer, bricklayer, carpenter, cement mason, drywall installer or lather, marble mason, finisher, or setter, modular furniture or systems installer, operating engineer, pile driver, plasterer, roofer or waterproofer, stone mason, surveyor, teamster, terrazzo worker or finisher, and tile layer, setter, or finisher.
2. Not applicable to teamsters.

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

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

Date: 10/16/2025

**SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR**

DISTRICT: Palermo Union Elementary School District				PROJECT NAME: Helen Wilcox TK Classroom Building		
CONTRACTOR: United Building Contractors, Inc.				MONTH, YEAR: August 2025 - CEMENT MASON		
SUBCONTRACTOR: Rock Creek Construction, Inc.						
	<b>A**</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>ONLY ENTER VALUES IN GREEN CELLS (Columns C &amp; F will populate automatically)</b>	Total Workers (or Hours) on Project	Skilled and Trained Workforce				
		Registered Apprentices (or Apprentices' Hours)	Journeypersons			
			Total Journeypersons (or Journeypersons' Hours)	Journeypersons with on-the Job Training (or Journeypersons' Hours)	Graduates of Apprenticeship Program (or Apprentices' Hours)	Percentage of Journeyperson Work Performed by Graduates**
By Number of Workers <u>OR</u>		0	0			#DIV/0!
By Number of Hours	543	0	543	354	189	34.8%

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

**2 Exceptions:**

1. 30% for acoustical installer, bricklayer, carpenter, cement mason, drywall installer or lather, marble mason, finisher, or setter, modular furniture or systems installer, operating engineer, pile driver, plasterer, roofer or waterproofer, stone mason, surveyor, teamster, terrazzo worker or finisher, and tile layer, setter, or finisher.
2. Not applicable to teamsters.

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

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

Date: 10/16/2025

**SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR**

DISTRICT: Palermo Union Elementary School District				PROJECT NAME: Helen Wilcox TK Classroom Building		
CONTRACTOR: United Building Contractors, Inc.				MONTH, YEAR: August 2025 - LABORER		
SUBCONTRACTOR: Rock Creek Construction, Inc.						
	<b>A**</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>ONLY ENTER VALUES IN GREEN CELLS (Columns C &amp; F will populate automatically)</b>	Total Workers (or Hours) on Project	Skilled and Trained Workforce				
		Registered Apprentices (or Apprentices' Hours)	Journeypersons			
			Total Journeypersons (or Journeypersons' Hours)	Journeypersons with on-the Job Training (or Journeypersons' Hours)	Graduates of Apprenticeship Program (or Apprentices' Hours)	Percentage of Journeyperson Work Performed by Graduates**
By Number of Workers <u>OR</u>	0	0	0	0	0	#DIV/0!
By Number of Hours	87	15.5	71.5	71.5	0	0.0%

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

**2 Exceptions:**

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2. Not applicable to teamsters.

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

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

Date: 10/16/2025

**SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR**

DISTRICT: Palermo Union Elementary School District				PROJECT NAME: Helen Wilcox TK Classroom Building		
CONTRACTOR: United Building Contractors, Inc.				MONTH, YEAR: August 2025		
SUBCONTRACTOR: UBC - Operating Engineer						
	<b>A**</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>ONLY ENTER VALUES IN GREEN CELLS (Columns C &amp; F will populate automatically)</b>		<b>Skilled and Trained Workforce</b>				
			<b>Journeypersons</b>			
		<b>Registered Apprentices (or Apprentices' Hours)</b>	<b>Total Journeypersons (or Journeypersons' Hours)</b>	<b>Journeypersons with on-the Job Training (or Journeypersons' Hours)</b>	<b>Graduates of Apprenticeship Program (or Apprentices' Hours)</b>	<b>Percentage of Journeyperson Work Performed by Graduates**</b>
	<b>Total Workers (or Hours) on Project</b>					
<b>By Number of Workers</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>100.0%</b>
<b><u>OR</u></b>						
<b>By Number of Hours</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>#DIV/0!</b>

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

**2 Exceptions:**

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- Not applicable to teamsters.

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

Signature: 

Date: 10/8/2025

**SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR**

DISTRICT: Palermo Union Elementary School District				PROJECT NAME: Helen Wilcox TK Classroom Building		
CONTRACTOR: United Building Contractors, Inc.				MONTH, YEAR: August 2025		
SUBCONTRACTOR: UBC - Laborer						
	<b>A**</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>ONLY ENTER VALUES IN GREEN CELLS (Columns C &amp; F will populate automatically)</b>		<b>Skilled and Trained Workforce</b>				
			<b>Journeypersons</b>			
		<b>Registered Apprentices (or Apprentices' Hours)</b>	<b>Total Journeypersons (or Journeypersons' Hours)</b>	<b>Journeypersons with on-the Job Training (or Journeypersons' Hours)</b>	<b>Graduates of Apprenticeship Program (or Apprentices' Hours)</b>	<b>Percentage of Journeyperson Work Performed by Graduates**</b>
	<b>Total Workers (or Hours) on Project</b>					
<b>By Number of Workers</b>	3	0	3	0	3	100.0%
<u>OR</u>						
<b>By Number of Hours</b>	0	0	0	0	0	#DIV/0!

**\*\* 60% of all skilled journeypersons MUST be graduates of approved apprenticeship programs; AND**  
**Column (A) must equal Column (B) plus Column (C) [A = B+C] since every worker must be either an apprentice or a skilled journeyperson.**  
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**Contractor must attach to this report its plan to achieve substantial compliance.**

**2 Exceptions:**

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

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

Signature: 

Date: 10/8/2025

**SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR**

DISTRICT: Palermo Union Elementary School District				PROJECT NAME: Helen Wilcox TK Classroom Building		
CONTRACTOR: United Building Contractors, Inc.				MONTH, YEAR: August 2025		
SUBCONTRACTOR: WWF Contractors Corp						
	<b>A**</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>ONLY ENTER VALUES IN GREEN CELLS (Columns C &amp; F will populate automatically)</b>		<b>Skilled and Trained Workforce</b>				
			<b>Journeypersons</b>			
		Registered Apprentices (or Apprentices' Hours)	Total Journeypersons (or Journeypersons' Hours)	Journeypersons with on-the Job Training (or Journeypersons' Hours)	Graduates of Apprenticeship Program (or Apprentices' Hours)	Percentage of Journeyperson Work Performed by Graduates**
	Total Workers (or Hours) on Project					
By Number of Workers	5	1	5	1	4	80.0%
<u>OR</u>						
By Number of Hours	0	0	0	0	0	#DIV/0!

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

**2 Exceptions:**

1. 30% for acoustical installer, bricklayer, carpenter, cement mason, drywall installer or lather, marble mason, finisher, or setter, modular furniture or systems installer, operating engineer, pile driver, plasterer, roofer or waterproofer, stone mason, surveyor, teamster, terrazzo worker or finisher, and tile layer, setter, or finisher.
2. Not applicable to teamsters.

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

Signature: Julie Humbert

Date: 10/16/2025

## Monthly Skilled and Trained Workforce Report

Education Code § 17407.5

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

Project Name: Helen Wilcox Elementary Transitional Kindergarten Building

Month/Year: September 2025

% of Journeymen who  
graduated from an  
approved apprenticeship  
program

Subcontractor (all tiers)	License Number	Monthly	Average	Note
All-American Construction (Operator)	948762	N/A	38.0%	No work performed
All-American Construction (Laborer)	948762	N/A	61.8%	No work performed
All-American Construction (Cement Mason)	948762	N/A	N/A	No work performed
Firebolt Electrical	837554	100.0%	100.0%	
H&W Nor-Cal Builders	972127	81.4%	88.6%	
Rock Creek (Carpenter)	883815	N/A	0.0%	No work performed
Rock Creek (Cement Mason)	883815	N/A	66.7%	No work performed
Rock Creek (Laborer)	883815	33.3%	33.3%	Letter of non-compliance
UBC (Operating Engineer)	679303	100.0%	100.0%	
UBC (Laborer)	679303	100.0%	100.0%	
WWF Contractors Corp	418113	100.0%	93.3%	

Dated: 11/12/2025

Company: United Building Contractors, Inc.

Signature: 

Title: Stenny McCary, Compliance Coordinator

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

### EXPLANATION AND COMPLIANCE PLAN

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

-Rock Creek has supplied a letter of non-compliance for the month of September 2025

**SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR**

DISTRICT: Palermo Union Elementary School District				PROJECT NAME: Helen Wilcox Transitional		
CONTRACTOR: United Building Contractors, Inc.				MONTH, YEAR: Sept 2025 - ALL TRADES		
SUBCONTRACTOR: All-American Construction, Inc.				<b>NON-PERFORMANCE</b>		
	<b>A**</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>ONLY ENTER VALUES IN GREEN CELLS (Columns C &amp; F will populate automatically)</b>		<b>Skilled and Trained Workforce</b>				
			<b>Journeypersons</b>			
	<b>Total Workers (or Hours) on Project</b>	<b>Registered Apprentices (or Apprentices' Hours)</b>	<b>Total Journeypersons (or Journeypersons' Hours)</b>	<b>Journeypersons with on-the Job Training (or Journeypersons' Hours)</b>	<b>Graduates of Apprenticeship Program (or Apprentices' Hours)</b>	<b>Percentage of Journeyperson Work Performed by Graduates**</b>
<b>By Number of Workers</b>	0	0	0	0	0	#DIV/0!
<u>OR</u>						
<b>By Number of Hours</b>	0	0	0	0	0	#DIV/0!

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

**2 Exceptions:**

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2. Not applicable to teamsters.

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

Signature: 

Date: 10/13/2025

**SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR**

DISTRICT: Palermo Union Elementary School District				PROJECT NAME: Helen Wilcox TK Classroom Building		
CONTRACTOR: United Building Contractors, Inc.				MONTH, YEAR: September, 2025		
SUBCONTRACTOR: Firebolt Electrical						
	<b>A **</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>ONLY ENTER VALUES IN GREEN CELLS (Columns C &amp; F will populate automatically)</b>	<b>Total Workers (or Hours) on Project</b>	<b>Skilled and Trained Workforce</b>				
		<b>Registered Apprentices (or Apprentices' Hours)</b>	<b>Journeypersons</b>			
			<b>Total Journeypersons (or Journeypersons' Hours)</b>	<b>Journeypersons with on-the Job Training (or Journeypersons' Hours)</b>	<b>Graduates of Apprenticeship Program (or Apprentices' Hours)</b>	<b>Percentage of Journeyperson Work Performed by Graduates **</b>
<b>By Number of Workers <u>OR</u></b>	3	1	2	0	2	100.0%
<b>By Number of Hours</b>	0	0	0	0	0	#DIV/0!

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

**2 Exceptions:**

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

I, \_\_\_\_\_ Julia Daniels \_\_\_\_\_, the undersigned, am the \_\_\_\_\_ Office Administrator \_\_\_\_\_ (*position in business*) with the authority to act for and on behalf of \_\_\_\_\_ Firebolt Electrical \_\_\_\_\_ (*name of business and/or contractor*), certify under penalty of perjury that the records or copies thereof submitted to \_\_\_\_\_ Palermo \_\_\_\_\_ Unified School District are the originals or true, full, and correct copies of the originals, and the information contained herein is true and correct.

Signature:                     *Julia Daniels*                    

Date: 10/7/2025

# SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR

DISTRICT: Palermo Union School District				PROJECT NAME: Helen Wilcox TK/K Building		
CONTRACTOR: United Building Contractors, Inc.				MONTH, YEAR: 09/2025		
SUBCONTRACTOR: H&W Nor-Cal Builders						
	A**	B	C	D	E	F
ONLY ENTER VALUES IN GREEN CELLS (Columns C & F will populate automatically)	Total Workers (or Hours) on Project	Skilled and Trained Workforce				
		Registered Apprentices (or Apprentices' Hours)	Journeypersons			
			Total Journeypersons (or Journeypersons' Hours)	Journeypersons with on-the Job Training (or Journeypersons' Hours)	Graduates of Apprenticeship Program (or Apprentices' Hours)	Percentage of Journeyperson Work Performed by Graduates**
By Number of Workers <u>OR</u>	0	0	0	0	0	#DIV/0!
By Number of Hours	1142	336	806	150	656	81.4%

60% of all skilled journeypersons MUST be graduates of approved apprenticeship programs; AND

Column (A) must equal Column (B) plus Column (C) [A = B+C] since every worker must be either an apprentice or a skilled journeyperson.

If either of these requirements are not met, the Contractor/Subcontractor is out of compliance and

Contractor must attach to this report its plan to achieve substantial compliance.

## 2 Exceptions:

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

I, Trachelle Iorg-Harvey, the undersigned, am the CEO (position in business) with the authority to act for and on behalf of H&W Nor-Cal Builders (name of business and/or contractor), certify under penalty of perjury that the records or copies thereof submitted to Thermalito Union Elementary School District are the originals or true, full, and correct copies of the originals, and the information contained herein is true and correct.

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

Date: 9/30/25

**SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR**

DISTRICT: Palermo Union Elementary School District				PROJECT NAME: Helen Wilcox TK Classroom Building		
CONTRACTOR: United Building Contractors, Inc.				MONTH, YEAR: September 2025		
SUBCONTRACTOR: WWF Contractors Corp						
	<b>A**</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>ONLY ENTER VALUES IN GREEN CELLS (Columns C &amp; F will populate automatically)</b>		<b>Skilled and Trained Workforce</b>				
			<b>Journeypersons</b>			
	<b>Total Workers (or Hours) on Project</b>	<b>Registered Apprentices (or Apprentices' Hours)</b>	<b>Total Journeypersons (or Journeypersons' Hours)</b>	<b>Journeypersons with on-the Job Training (or Journeypersons' Hours)</b>	<b>Graduates of Apprenticeship Program (or Apprentices' Hours)</b>	<b>Percentage of Journeyperson Work Performed by Graduates**</b>
<b>By Number of Workers</b>	1	0	1	0	1	100.0%
<u>OR</u>						
<b>By Number of Hours</b>	0	0	0	0	0	#DIV/0!

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

**2 Exceptions:**

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

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

Signature: Julie Humbert

Date: 10/16/2025

**SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR**

DISTRICT: Palermo Union Elementary School District				PROJECT NAME: Helen Wilcox TK Classroom Building		
CONTRACTOR: United Building Contractors, Inc.				MONTH, YEAR: September 2025		
SUBCONTRACTOR: UBC - Laborer						
	<b>A**</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>ONLY ENTER VALUES IN GREEN CELLS (Columns C &amp; F will populate automatically)</b>		<b>Skilled and Trained Workforce</b>				
			<b>Journeypersons</b>			
		<b>Registered Apprentices (or Apprentices' Hours)</b>	<b>Total Journeypersons (or Journeypersons' Hours)</b>	<b>Journeypersons with on-the Job Training (or Journeypersons' Hours)</b>	<b>Graduates of Apprenticeship Program (or Apprentices' Hours)</b>	<b>Percentage of Journeyperson Work Performed by Graduates**</b>
	<b>Total Workers (or Hours) on Project</b>					
<b>By Number of Workers</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>100.0%</b>
<b><u>OR</u></b>						
<b>By Number of Hours</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>#DIV/0!</b>

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

**2 Exceptions:**

1. 30% for acoustical installer, bricklayer, carpenter, cement mason, drywall installer or lather, marble mason, finisher, or setter, modular furniture or systems installer, operating engineer, pile driver, plasterer, roofer or waterproofer, stone mason, surveyor, teamster, terrazzo worker or finisher, and tile layer, setter, or finisher.
2. Not applicable to teamsters.

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

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



Date: 11/10/2025

**SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR**


DISTRICT: Palermo Union Elementary School District				PROJECT NAME: Helen Wilcox TK Classroom Building		
CONTRACTOR: United Building Contractors, Inc.				MONTH, YEAR: September 2025		
SUBCONTRACTOR: UBC - Operating Engineer (OE)						
	<b>A**</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>ONLY ENTER VALUES IN GREEN CELLS (Columns C &amp; F will populate automatically)</b>		<b>Skilled and Trained Workforce</b>				
			<b>Journeypersons</b>			
	Total Workers (or Hours) on Project	Registered Apprentices (or Apprentices' Hours)	Total Journeypersons (or Journeypersons' Hours)	Journeypersons with on-the Job Training (or Journeypersons' Hours)	Graduates of Apprenticeship Program (or Apprentices' Hours)	Percentage of Journeyperson Work Performed by Graduates**
By Number of Workers <u>OR</u>	1	0	1	0	1	100.0%
By Number of Hours	0	0	0	0	0	#DIV/0!

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

**2 Exceptions:**

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

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

Signature: 

Date: 11/10/2025

# SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR

DISTRICT: Palermo Union Elementary School District				PROJECT NAME: Helen Wilcox TK Classroom Building		
CONTRACTOR: United Building Contractors, Inc.				MONTH, YEAR: September 2025 - LABORER		
SUBCONTRACTOR: Rock Creek Construction, Inc.						
	A **	B	C	D	E	F
ONLY ENTER VALUES IN GREEN CELLS (Columns C & F will populate automatically)	Skilled and Trained Workforce					
	Total Workers (or Hours) on Project	Registered Apprentices (or Apprentices' Hours)	Journeypersons			
			Total Journeypersons (or Journeypersons' Hours)	Journeypersons with on-the Job Training (or Journeypersons' Hours)	Graduates of Apprenticeship Program (or Apprentices' Hours)	Percentage of Journeyperson Work Performed by Graduates **
By Number of Workers  <u>OR</u>	0	0	0	0	0	#DIV/0!
By Number of Hours	10		10	10	0	0.0%

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

## 2 Exceptions:

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

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

Signature:

Lynda Cameron

Digitally signed by Lynda Cameron  
DN: cn=Lynda Cameron, givenName=Lynda, o=United States 1405  
s=Rock Creek Construction, Inc.,  
email=lyndacameron@rockcreekconstruction.com  
Reason: I am the author of this document  
Lynda Cameron  
2025.09.10 11:40:55-0500

Date: 11/10/2025



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

**November 10, 2025**

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

Issue: Contractor did not meet compliance for graduated apprenticeship in the Laborer craft for September 2025.

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

**COMPLIANCE PLAN**

Rock Creek Construction, Inc. is signatory to the Cement Masons, Carpenters and Laborers Union. We have scheduled a week long testing for two of our cement mason employees which took place in September, and they will soon be registered apprentices, scheduled to graduate in the coming months. Most of our current Laborer workforce is in an accelerated apprenticeship program and will graduate within six months. This will allow us to have a larger base of skilled and trained workers in order to meet the Skilled and Trained workforce requirements. Rock Creek also plans to move more of our STWF to this project and plan to be in compliance in the coming months.

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

Rock Creek's project percentage of craft hours for the month of September 2025 are as follows:

	Cement Mason – 30%	Carpenter – 30%	Laborer – 60%
September 2025	N/A%	N/A%	0%

Thank you,

*L. Cameron*

Lynda Cameron

**SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR**

DISTRICT: Palermo Union Elementary School District				PROJECT NAME: Helen Wilcox TK Classroom Building		
CONTRACTOR: United Building Contractors, Inc.				MONTH, YEAR: September 2025		
SUBCONTRACTOR: WWF Contractors Corp						
	<b>A**</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>ONLY ENTER VALUES IN GREEN CELLS (Columns C &amp; F will populate automatically)</b>		<b>Skilled and Trained Workforce</b>				
			<b>Journeypersons</b>			
		Registered Apprentices (or Apprentices' Hours)	Total Journeypersons (or Journeypersons' Hours)	Journeypersons with on-the Job Training (or Journeypersons' Hours)	Graduates of Apprenticeship Program (or Apprentices' Hours)	Percentage of Journeyperson Work Performed by Graduates**
	Total Workers (or Hours) on Project					
By Number of Workers	1	0	1	0	1	100.0%
<u>OR</u>						
By Number of Hours	0	0	0	0	0	#DIV/0!

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

**2 Exceptions:**

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- Not applicable to teamsters.

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

Signature: Julie Humbert

Date: 10/16/2025

## Monthly Skilled and Trained Workforce Report

Education Code § 17407.5

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

Project Name: Helen Wilcox Elementary Transitional Kindergarten Building

Month/Year: October 2025

% of Journeymen who  
graduated from an  
approved apprenticeship  
program

Subcontractor (all tiers)	License Number	Monthly	Average	Note
All-American Construction (Operator)	948762	61.2%	43.8%	
All-American Construction (Laborer)	948762	100.0%	71.4%	
Firebolt Electrical	837554	100.0%	100.0%	
H&W Nor-Cal Builders	972127	94.3%	89.8%	
Rock Creek (Carpenter)	883815	N/A	0.0%	No work performed
Rock Creek (Cement Mason)	883815	0.0%	66.7%	Letter of non-compliance
Rock Creek (Laborer)	883815	N/A	33.3%	No work performed
UBC (Operating Engineer)	679303	100.0%	100.0%	
UBC (Laborer)	679303	100.0%	100.0%	
UBC (Plumber)	679303	100.0%	100.0%	
WWF Contractors Corp	418113	66.7%	86.7%	

Dated: 11/13/2025

Company: United Building Contractors, Inc.

Signature: 

Title: Stenny McCary, Compliance Coordinator

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

### EXPLANATION AND COMPLIANCE PLAN

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

Rock Creek was not in compliance for the month of October and has supplied a non-compliance letter.

**SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR**

DISTRICT: Palermo Union Elementary School District				PROJECT NAME: Helen Wilcox TK		
CONTRACTOR: United Building Contractors, Inc.				MONTH, YEAR: Oct - 2025 OPERATOR		
SUBCONTRACTOR: All-American Construction, Inc.						
	<b>A **</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>ONLY ENTER VALUES IN GREEN CELLS (Columns C &amp; F will populate automatically)</b>		<b>Skilled and Trained Workforce</b>				
			<b>Journeypersons</b>			
	Total Workers (or Hours) on Project	Registered Apprentices (or Apprentices' Hours)	Total Journeypersons (or Journeypersons' Hours)	Journeypersons with on-the Job Training (or Journeypersons' Hours)	Graduates of Apprenticeship Program (or Apprentices' Hours)	Percentage of Journeyperson Work Performed by Graduates **
By Number of Workers <u>OR</u>	0	0	0	0	0	#DIV/0!
By Number of Hours	44.5	0	44.5	17.25	27.25	61.2%

**\*\* 60% of all skilled journeypersons MUST be graduates of approved apprenticeship programs; AND**  
**Column (A) must equal Column (B) plus Column (C) [A = B+C] since every worker must be either an apprentice or a skilled journeyperson.**  
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**Contractor must attach to this report its plan to achieve substantial compliance.**

**2 Exceptions:**

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2. Not applicable to teamsters.

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

Signature: 

Date: 11/13/2025

**SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR**

DISTRICT: Palermo Union Elementary School District				PROJECT NAME: Helen Wilcox TK		
CONTRACTOR: United Building Contractors, Inc.				MONTH, YEAR: Oct - 2025    LABORER		
SUBCONTRACTOR: All-American Construction, Inc.						
	<b>A**</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>ONLY ENTER VALUES IN GREEN CELLS (Columns C &amp; F will populate automatically)</b>		<b>Skilled and Trained Workforce</b>				
		<b>Journeypersons</b>				
	<b>Total Workers (or Hours) on Project</b>	<b>Registered Apprentices (or Apprentices' Hours)</b>	<b>Total Journeypersons (or Journeypersons' Hours)</b>	<b>Journeypersons with on-the Job Training (or Journeypersons' Hours)</b>	<b>Graduates of Apprenticeship Program (or Apprentices' Hours)</b>	<b>Percentage of Journeyperson Work Performed by Graduates**</b>
<b>By Number of Workers</b> <u>OR</u>	0	0	0	0	0	#DIV/0!
<b>By Number of Hours</b>	14.75	7	7.75	0	7.75	100.0%

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

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2. Not applicable to teamsters.

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

Signature: 

Date: 11/3/25

# SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR

DISTRICT: Palermo Union Elementary School District				PROJECT NAME: Helen Wilcox TK Classroom Building		
CONTRACTOR: United Building Contractors, Inc.				MONTH, YEAR: October, 2025		
SUBCONTRACTOR: Firebolt Electrical						
	A **	B	C	D	E	F
ONLY ENTER VALUES IN GREEN CELLS (Columns C & F will populate automatically)	Total Workers (or Hours) on Project	Skilled and Trained Workforce				
		Registered Apprentices (or Apprentices' Hours)	Journeypersons			
			Total Journeypersons (or Journeypersons' Hours)	Journeypersons with on-the Job Training (or Journeypersons' Hours)	Graduates of Apprenticeship Program (or Apprentices' Hours)	Percentage of Journeyperson Work Performed by Graduates **
By Number of Workers <u>OR</u>	2	1	1	0	1	100.0%
By Number of Hours	0	0	0	0	0	#DIV/0!

**\*\* 60% of all skilled journeypersons MUST be graduates of approved apprenticeship programs; AND**  
**Column (A) must equal Column (B) plus Column (C) [A = B+C] since every worker must be either an apprentice or a skilled journeyperson.**  
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**Contractor must attach to this report its plan to achieve substantial compliance.**

## 2 Exceptions:

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- Not applicable to teamsters.

I, \_\_\_\_\_ Julia Daniels \_\_\_\_\_, the undersigned, am the \_\_\_\_\_ Office Administrator \_\_\_\_\_ (*position in business*) with the authority to act for and on behalf of \_\_\_\_\_ Firebolt Electrical \_\_\_\_\_ (*name of business and/or contractor*), certify under penalty of perjury that the records or copies thereof submitted to \_\_\_\_\_ Palermo \_\_\_\_\_ Unified School District are the originals or true, full, and correct copies of the originals, and the information contained herein is true and correct.

Signature: Julia Daniels

Date: 11/4/2025

# SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR

DISTRICT: Palermo Union Elementary School District				PROJECT NAME: Helen Wilcox TK Classroom Building		
CONTRACTOR: United Building Contractors, Inc.				MONTH, YEAR: October 2025 - CEMENT MASON		
SUBCONTRACTOR: Rock Creek Construction, Inc.						
	A **	B	C	D	E	F
ONLY ENTER VALUES IN GREEN CELLS (Columns C & F will populate automatically)	Skilled and Trained Workforce					
	Total Workers (or Hours) on Project	Registered Apprentices (or Apprentices' Hours)	Journeypersons			
			Total Journeypersons (or Journeypersons' Hours)	Journeypersons with on-the Job Training (or Journeypersons' Hours)	Graduates of Apprenticeship Program (or Apprentices' Hours)	Percentage of Journeyperson Work Performed by Graduates **
By Number of Workers <u>OR</u>		0	0			#DIV/0!
By Number of Hours	10	0	10	10	0	0.0%

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

## 2 Exceptions:

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

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

Signature: Lynda Cameron

Digitally signed by Lynda Cameron  
DN: cn=Lynda Cameron, o=United States of America, ou=Rock Creek  
Construction, Inc., email=lyndac@rockcreekconstruction.com  
Reason: I am the author of this document  
Location:  
Date: 2025.11.10 11:42:40 -0500

Date: 11/10/2025



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

**November 10, 2025**

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

Issue: Contractor did not meet compliance for graduated apprenticeship in the Cement Mason craft for October 2025.

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

**COMPLIANCE PLAN**

Rock Creek Construction, Inc. is signatory to the Cement Masons, Carpenters and Laborers Union. We currently have five of our cement mason employees that are registered apprentices, scheduled to graduate in the coming months. Most of our current Laborer workforce is in an accelerated apprenticeship program and will graduate within six months. This will allow us to have a larger base of skilled and trained workers in order to meet the Skilled and Trained workforce requirements. Rock Creek also plans to move more of our STWF to this project and plan to be in compliance in the coming months.

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

Rock Creek's project percentage of craft hours for the month of October 2025 are as follows:

	Cement Mason – 30%	Carpenter – 30%	Laborer – 60%
October 2025	0%	N/A%	N/A%

Thank you,

*L. Cameron*

Lynda Cameron

# SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR

DISTRICT: Palermo Union School District				PROJECT NAME: Helen Wilcox TK/K Building		
CONTRACTOR: United Building Contractors, Inc.				MONTH, YEAR: 10/2025		
SUBCONTRACTOR: H&W Nor-Cal Builders						
	A**	B	C	D	E	F
ONLY ENTER VALUES IN GREEN CELLS (Columns C & F will populate automatically)	Total Workers (or Hours) on Project	Skilled and Trained Workforce				
		Registered Apprentices (or Apprentices' Hours)	Journeypersons			
			Total Journeypersons (or Journeypersons' Hours)	Journeypersons with on-the Job Training (or Journeypersons' Hours)	Graduates of Apprenticeship Program (or Apprentices' Hours)	Percentage of Journeyperson Work Performed by Graduates**
By Number of Workers <u>OR</u> By Number of Hours	0	0	0	0	0	#DIV/0!
	866	264	602	34.5	567.5	94.3%

60% of all skilled journeypersons MUST be graduates of approved apprenticeship programs; AND

Column (A) must equal Column (B) plus Column (C) [A = B+C] since every worker must be either an apprentice or a skilled journeyperson.

If either of these requirements are not met, the Contractor/Subcontractor is out of compliance and

Contractor must attach to this report its plan to achieve substantial compliance.

## 2 Exceptions:

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

I, \_\_\_\_\_ Trachelle Iorg-Harvey \_\_\_\_\_, the undersigned, am the \_\_\_\_\_ CEO \_\_\_\_\_ (*position in business*) with the authority to act for and on behalf of \_\_\_\_\_ H&W Nor-Cal Builders \_\_\_\_\_ (*name of business and/or contractor*), certify under penalty of perjury that the records or copies thereof submitted to \_\_\_\_\_ Thermalito Union Elementary School District \_\_\_\_\_ are the originals or true, full, and correct copies of the originals, and the information contained herein is true and correct.

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

Date: 10/31/25

**SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR**


DISTRICT: Palermo Union Elementary School District				PROJECT NAME: Helen Wilcox TK Classroom Building		
CONTRACTOR: United Building Contractors, Inc.				MONTH, YEAR: October 2025		
SUBCONTRACTOR: UBC - Operating Engineer (OE)						
	<b>A**</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>ONLY ENTER VALUES IN GREEN CELLS (Columns C &amp; F will populate automatically)</b>		<b>Skilled and Trained Workforce</b>				
			<b>Journeypersons</b>			
	<b>Total Workers (or Hours) on Project</b>	<b>Registered Apprentices (or Apprentices' Hours)</b>	<b>Total Journeypersons (or Journeypersons' Hours)</b>	<b>Journeypersons with on-the Job Training (or Journeypersons' Hours)</b>	<b>Graduates of Apprenticeship Program (or Apprentices' Hours)</b>	<b>Percentage of Journeyperson Work Performed by Graduates**</b>
<b>By Number of Workers</b>	1	0	1	0	1	100.0%
<u>OR</u>						
<b>By Number of Hours</b>	0	0	0	0	0	#DIV/0!

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

**2 Exceptions:**

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

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

Signature: 

Date: 11/13/2025

**SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR**


DISTRICT: Palermo Union Elementary School District				PROJECT NAME: Helen Wilcox TK Classroom Building		
CONTRACTOR: United Building Contractors, Inc.				MONTH, YEAR: October 2025		
SUBCONTRACTOR: UBC - Laborer						
	<b>A**</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>ONLY ENTER VALUES IN GREEN CELLS (Columns C &amp; F will populate automatically)</b>		<b>Skilled and Trained Workforce</b>				
			<b>Journeypersons</b>			
		<b>Registered Apprentices (or Apprentices' Hours)</b>	<b>Total Journeypersons (or Journeypersons' Hours)</b>	<b>Journeypersons with on-the Job Training (or Journeypersons' Hours)</b>	<b>Graduates of Apprenticeship Program (or Apprentices' Hours)</b>	<b>Percentage of Journeyperson Work Performed by Graduates**</b>
	<b>Total Workers (or Hours) on Project</b>					
<b>By Number of Workers</b>	<b>3</b>		<b>2</b>	<b>0</b>	<b>2</b>	<b>100.0%</b>
<b><u>OR</u></b>						
<b>By Number of Hours</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>#DIV/0!</b>

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

**2 Exceptions:**

1. 30% for acoustical installer, bricklayer, carpenter, cement mason, drywall installer or lather, marble mason, finisher, or setter, modular furniture or systems installer, operating engineer, pile driver, plasterer, roofer or waterproofer, stone mason, surveyor, teamster, terrazzo worker or finisher, and tile layer, setter, or finisher.
2. Not applicable to teamsters.

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

Signature: 

Date: 11/13/2025

**SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR**


DISTRICT: Palermo Union Elementary School District				PROJECT NAME: Helen Wilcox TK Classroom Building		
CONTRACTOR: United Building Contractors, Inc.				MONTH, YEAR: October 2025		
SUBCONTRACTOR: UBC - Plumber						
	<b>A**</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>ONLY ENTER VALUES IN GREEN CELLS (Columns C &amp; F will populate automatically)</b>		<b>Skilled and Trained Workforce</b>				
			<b>Journeypersons</b>			
		<b>Registered Apprentices (or Apprentices' Hours)</b>	<b>Total Journeypersons (or Journeypersons' Hours)</b>	<b>Journeypersons with on-the Job Training (or Journeypersons' Hours)</b>	<b>Graduates of Apprenticeship Program (or Apprentices' Hours)</b>	<b>Percentage of Journeyperson Work Performed by Graduates**</b>
	<b>Total Workers (or Hours) on Project</b>					
<b>By Number of Workers</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>100.0%</b>
<b><u>OR</u></b>						
<b>By Number of Hours</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>#DIV/0!</b>

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

**2 Exceptions:**

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

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

Signature: 

Date: 11/13/2025

**SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR**

DISTRICT: Palermo Union Elementary School District				PROJECT NAME: Helen Wilcox TK Classroom Building		
CONTRACTOR: United Building Contractors, Inc.				MONTH, YEAR: October 2025		
SUBCONTRACTOR: WWF Contractors Corp						
	<b>A **</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>ONLY ENTER VALUES IN GREEN CELLS (Columns C &amp; F will populate automatically)</b>		<b>Skilled and Trained Workforce</b>				
			<b>Journeypersons</b>			
		<b>Registered Apprentices (or Apprentices' Hours)</b>	<b>Total Journeypersons (or Journeypersons' Hours)</b>	<b>Journeypersons with on-the Job Training (or Journeypersons' Hours)</b>	<b>Graduates of Apprenticeship Program (or Apprentices' Hours)</b>	<b>Percentage of Journeyperson Work Performed by Graduates **</b>
	<b>Total Workers (or Hours) on Project</b>					
<b>By Number of Workers</b>	6	3	3	1	2	66.7%
<u>OR</u>						
<b>By Number of Hours</b>	0	0	0	0	0	#DIV/0!

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

**2 Exceptions:**

1. 30% for acoustical installer, bricklayer, carpenter, cement mason, drywall installer or lather, marble mason, finisher, or setter, modular furniture or systems installer, operating engineer, pile driver, plasterer, roofer or waterproofer, stone mason, surveyor, teamster, terrazzo worker or finisher, and tile layer, setter, or finisher.
2. Not applicable to teamsters.

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

Signature: Julie Humbert

Date: 11/12/2025

## Monthly Skilled and Trained Workforce Report

Education Code § 17407.5

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

Project Name: Helen Wilcox Elementary Transitional Kindergarten Building

Month/Year: November 2025

% of Journeymen who  
graduated from an  
approved apprenticeship  
program

Subcontractor (all tiers)	License Number	Monthly	Average	Note
All-American Construction (Operator)	948762	61.2%	45.6%	
All-American Construction (Laborer)	948762	100.0%	77.1%	
Conley & Sons Construction	1069300	100.0%	100.0%	
Firebolt Electrical	837554	100.0%	100.0%	
H&W Nor-Cal Builders	972127	100.0%	91.8%	
Robert Boeger Plastering	319451	100.0%	100.0%	
Rock Creek (Cement Mason)	883815	0.0%	66.7%	No work performed
Rock Creek (Laborer)	883815	N/A	33.3%	No work performed
Solano County Roofing	495355	90.9%	90.9%	
Topnotch Mechanical	972009	33.3%	33.3%	Letter of non-compliance
UBC (Laborer)	679303	66.7%	93.3%	
WWF Contractors Corp	418113	88.3%	87.0%	

Dated: 2/6/2026

Company: United Building Contractors, Inc.

Signature: 

Title: Stenny McCary, Compliance Coordinator

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

### EXPLANATION AND COMPLIANCE PLAN

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

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

# SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR

DISTRICT: Palermo Union Elementary School District				PROJECT NAME: Helen Wilcox Kindergarten		
CONTRACTOR: United Building Contractors, Inc.				MONTH, YEAR: Nov 2025 - Laborer		
SUBCONTRACTOR: All-American Construction, Inc.						
	A**	B	C	D	E	F
ONLY ENTER VALUES IN GREEN CELLS (Columns C & F will populate automatically)	Total Workers (or Hours) on Project	Skilled and Trained Workforce				
		Registered Apprentices (or Apprentices' Hours)	Journeypersons			
			Total Journeypersons (or Journeypersons' Hours)	Journeypersons with on-the Job Training (or Journeypersons' Hours)	Graduates of Apprenticeship Program (or Apprentices' Hours)	Percentage of Journeyperson Work Performed by Graduates**
By Number of Workers <u>OR</u>	0	0	0	0	0	#DIV/0!
By Number of Hours	27.5	16	11.5	0	11.5	100.0%

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

## 2 Exceptions:

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

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

Signature: 

Date: 11/16/2026

**SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR**

DISTRICT: Palermo Union Elementary School District				PROJECT NAME: Helen Wilcox Kindergarten		
CONTRACTOR: United Building Contractors, Inc.				MONTH, YEAR: Nov 2025 - Operator		
SUBCONTRACTOR: All-American Construction, Inc.						
	<b>A **</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>ONLY ENTER VALUES IN GREEN CELLS (Columns C &amp; F will populate automatically)</b>	<b>Total Workers (or Hours) on Project</b>	<b>Skilled and Trained Workforce</b>				
		<b>Registered Apprentices (or Apprentices' Hours)</b>	<b>Journeypersons</b>			
			<b>Total Journeypersons (or Journeypersons' Hours)</b>	<b>Journeypersons with on-the Job Training (or Journeypersons' Hours)</b>	<b>Graduates of Apprenticeship Program (or Apprentices' Hours)</b>	<b>Percentage of Journeyperson Work Performed by Graduates**</b>
<b>By Number of Workers</b>	0	0	0	0	0	#DIV/0!
<b>OR</b>						
<b>By Number of Hours</b>	59.5	16	43.5	20.5	23	51.9%

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

**2 Exceptions:**

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

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

Signature: 

Date: 11/14/2024

**SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR**

DISTRICT: Palermo Union Elementary School District				PROJECT NAME: Helen Wilcox TK Classroom Building		
CONTRACTOR: United Building Contractors, Inc.				MONTH, YEAR: November 2025		
SUBCONTRACTOR: Conley & Sons Construction						
	<b>A**</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>ONLY ENTER VALUES IN GREEN CELLS (Columns C &amp; F will populate automatically)</b>	Total Workers (or Hours) on Project	Skilled and Trained Workforce				
		Registered Apprentices (or Apprentices' Hours)	Journeypersons			
			Total Journeypersons (or Journeypersons' Hours)	Journeypersons with on-the Job Training (or Journeypersons' Hours)	Graduates of Apprenticeship Program (or Apprentices' Hours)	Percentage of Journeyperson Work Performed by Graduates**
By Number of Workers <u>OR</u>	2	0	2	0	2	100.0%
By Number of Hours	62	0	62	0	62	100.0%

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

**2 Exceptions:**

1. 30% for acoustical installer, bricklayer, carpenter, cement mason, drywall installer or lather, marble mason, finisher, or setter, modular furniture or systems installer, operating engineer, pile driver, plasterer, roofer or waterproofer, stone mason, surveyor, teamster, terrazzo worker or finisher, and tile layer, setter, or finisher.
2. Not applicable to teamsters.

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

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

Date: 1/13/2026

**SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR**

DISTRICT: Palermo Union Elementary School District				PROJECT NAME: Helen Wilcox TK Classroom Building		
CONTRACTOR: United Building Contractors, Inc.				MONTH, YEAR: November, 2025		
SUBCONTRACTOR: Firebolt Electrical						
	<b>A **</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>ONLY ENTER VALUES IN GREEN CELLS (Columns C &amp; F will populate automatically)</b>	<b>Total Workers (or Hours) on Project</b>	<b>Skilled and Trained Workforce</b>				
		<b>Registered Apprentices (or Apprentices' Hours)</b>	<b>Journeypersons</b>			
			<b>Total Journeypersons (or Journeypersons' Hours)</b>	<b>Journeypersons with on-the Job Training (or Journeypersons' Hours)</b>	<b>Graduates of Apprenticeship Program (or Apprentices' Hours)</b>	<b>Percentage of Journeyperson Work Performed by Graduates **</b>
<b>By Number of Workers</b>	2	1	1	0	1	100.0%
<u>OR</u>						
<b>By Number of Hours</b>	0	0	0	0	0	#DIV/0!

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

**2 Exceptions:**

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

I, \_\_\_\_\_ Julia Daniels \_\_\_\_\_, the undersigned, am the \_\_\_\_\_ Office Administrator \_\_\_\_\_ (*position in business*) with the authority to act for and on behalf of \_\_\_\_\_ Firebolt Electrical \_\_\_\_\_ (*name of business and/or contractor*), certify under penalty of perjury that the records or copies thereof submitted to \_\_\_\_\_ Palermo \_\_\_\_\_ Unified School District are the originals or true, full, and correct copies of the originals, and the information contained herein is true and correct.

Signature: Julia Daniels

Date: 12/3/2025

# SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR

DISTRICT: Palermo Union School District				PROJECT NAME: Helen Wilcox TK/K Building		
CONTRACTOR: United Building Contractors, Inc.				MONTH, YEAR: 11/2025		
SUBCONTRACTOR: H&W Nor-Cal Builders						
	A**	B	C	D	E	F
ONLY ENTER VALUES IN GREEN CELLS (Columns C & F will populate automatically)	Total Workers (or Hours) on Project	Skilled and Trained Workforce				
		Registered Apprentices (or Apprentices' Hours)	Journeypersons			
			Total Journeypersons (or Journeypersons' Hours)	Journeypersons with on-the Job Training (or Journeypersons' Hours)	Graduates of Apprenticeship Program (or Apprentices' Hours)	Percentage of Journeyperson Work Performed by Graduates**
By Number of Workers <u>OR</u>	0	0	0	0	0	#DIV/0!
By Number of Hours	315	48	267	0	267	100.0%

60% of all skilled journeypersons MUST be graduates of approved apprenticeship programs; AND

Column (A) must equal Column (B) plus Column (C) [A = B+C] since every worker must be either an apprentice or a skilled journeyperson.

If either of these requirements are not met, the Contractor/Subcontractor is out of compliance and

Contractor must attach to this report its plan to achieve substantial compliance.

## 2 Exceptions:

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

I, \_\_\_\_\_ Trachelle Iorg-Harvey \_\_\_\_\_, the undersigned, am the \_\_\_\_\_ CEO \_\_\_\_\_ (*position in business*) with the authority to act for and on behalf of \_\_\_\_\_ H&W Nor-Cal Builders \_\_\_\_\_ (*name of business and/or contractor*), certify under penalty of perjury that the records or copies thereof submitted to \_\_\_\_\_ Thermalito Union Elementary School District \_\_\_\_\_ are the originals or true, full, and correct copies of the originals, and the information contained herein is true and correct.

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

Date: 11/30/25

**SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR**

DISTRICT: Palermo Union Elementary School District			PROJECT NAME: Helen Wilcox TK Classroom Building			
CONTRACTOR: United Building Contractors, Inc.			MONTH, YEAR: November 2025 - LATHERS			
SUBCONTRACTOR: Robert Boeger Plastering, Inc.						
	<b>A**</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>ONLY ENTER VALUES IN GREEN CELLS (Columns C &amp; F will populate automatically)</b>	<b>Total Workers (or Hours) on Project</b>	<b>Skilled and Trained Workforce</b>				
		<b>Registered Apprentices (or Apprentices' Hours)</b>	<b>Journeypersons</b>			
			<b>Total Journeypersons (or Journeypersons' Hours)</b>	<b>Journeypersons with on-the Job Training (or Journeypersons' Hours)</b>	<b>Graduates of Apprenticeship Program (or Apprentices' Hours)</b>	<b>Percentage of Journeyperson Work Performed by Graduates**</b>
<b>By Number of Workers</b> <u>OR</u>	2	1	1	0	1	100.0%
<b>By Number of Hours</b>	0	0	0	0	0	#DIV/0!

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

**2 Exceptions:**

1. 30% for acoustical installer, bricklayer, carpenter, cement mason, drywall installer or lather, marble mason, finisher, or setter, modular furniture or systems installer, operating engineer, pile driver, plasterer, roofer or waterproofer, stone mason, surveyor, teamster, terrazzo worker or finisher, and tile layer, setter, or finisher.
2. Not applicable to teamsters.

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

Signature: Heather Malovich

Date: 12/2/2025

# SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR

DISTRICT: Palermo Union Elementary School District				PROJECT NAME: Helen Wilcox TK Classroom Building		
CONTRACTOR: United Building Contractors, Inc.				MONTH, YEAR: November 2025 - All Trades		
SUBCONTRACTOR: Rock Creek Construction, Inc.						
	A**	B	C	D	E	F
ONLY ENTER VALUES IN GREEN CELLS (Columns C & F will populate automatically)	Total Workers (or Hours) on Project	Skilled and Trained Workforce				
		Registered Apprentices (or Apprentices' Hours)	Journeypersons			
			Total Journeypersons (or Journeypersons' Hours)	Journeypersons with on-the Job Training (or Journeypersons' Hours)	Graduates of Apprenticeship Program (or Apprentices' Hours)	Percentage of Journeyperson Work Performed by Graduates**
By Number of Workers  <u>OR</u>	0	0	0	0	0	#DIV/0!
By Number of Hours	0	0	0	0	0	#DIV/0!

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

## 2 Exceptions:

1. 30% for acoustical installer, bricklayer, carpenter, cement mason, drywall installer or lather, marble mason, finisher, or setter, modular furniture or systems installer, operating engineer, pile driver, plasterer, roofer or waterproofer, stone mason, surveyor, teamster, terrazzo worker or finisher, and tile layer, setter, or finisher.
2. Not applicable to teamsters.

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

Signature:

Lynda Cameron

Digitally signed by Lynda Cameron  
 DN: cn=Lynda Cameron, g=Lynda Cameron, o=United States 14US ou=Rock  
 Creek Construction, Inc. e=Lynda@rockcreekconstructioninc.com  
 Reason: I am the author of this document  
 Location:  
 Date: 2025-01-04 10:38:08-00

Date: 1/4/2026

# SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR

DISTRICT: Palermo Union Elementary School District			PROJECT NAME: Helen Wilcox TK Classroom Building			
CONTRACTOR: United Building Contractors, Inc.			MONTH, YEAR: November 2025			
SUBCONTRACTOR: Sierra Landscape Maintenance, Inc.						
	A**	B	C	D	E	F
ONLY ENTER VALUES IN GREEN CELLS (Columns C & F will populate automatically)		Skilled and Trained Workforce				
			Journeypersons			
	Total Workers (or Hours) on Project	Registered Apprentices (or Apprentices' Hours)	Total Journeypersons (or Journeypersons' Hours)	Journeypersons with on-the Job Training (or Journeypersons' Hours)	Graduates of Apprenticeship Program (or Apprentices' Hours)	Percentage of Journeyperson Work Performed by Graduates**
	By Number of Workers <u>OR</u> By Number of Hours	0	0	0	0	0
	0	0	0	0	0	#DIV/0!

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

## 2 Exceptions:

1. 30% for acoustical installer, bricklayer, carpenter, cement mason, drywall installer or lather, marble mason, finisher, or setter, modular furniture or systems installer, operating engineer, pile driver, plasterer, roofer or waterproofer, stone mason, surveyor, teamster, terrazzo worker or finisher, and tile layer, setter, or finisher.
2. Not applicable to teamsters.

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

Signature: Cecilia Espinosa

Date: 12/22/25

**SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR**

DISTRICT: Palermo Union Elementary School District				PROJECT NAME: Helen Wilcox TK Classroom Building		
CONTRACTOR: United Building Contractors, Inc.				MONTH, YEAR: November 2025		
SUBCONTRACTOR: Solano County Roofing, Inc.						
	<b>A**</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>ONLY ENTER VALUES IN GREEN CELLS (Columns C &amp; F will populate automatically)</b>	Total Workers (or Hours) on Project	<b>Skilled and Trained Workforce</b>				
		Registered Apprentices (or Apprentices' Hours)	<b>Journeypersons</b>			
			Total Journeypersons (or Journeypersons' Hours)	Journeypersons with on-the Job Training (or Journeypersons' Hours)	Graduates of Apprenticeship Program (or Apprentices' Hours)	Percentage of Journeyperson Work Performed by Graduates**
By Number of Workers <u>OR</u>	17	6	11	1	10	90.9%
By Number of Hours	0	0	0	0	0	#DIV/0!

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

**2 Exceptions:**

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

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

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

Date: 12-5-25

**SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR**

DISTRICT: Palermo Union Elementary School District				PROJECT NAME: Helen Wilcox TK Classroom Building		
CONTRACTOR: United Building Contractors, Inc.				MONTH, YEAR: November 2025		
SUBCONTRACTOR: Topnotch Mechanical Inc.						
	<b>A**</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>ONLY ENTER VALUES IN GREEN CELLS (Columns C &amp; F will populate automatically)</b>	<b>Total Workers (or Hours) on Project</b>	<b>Skilled and Trained Workforce</b>				
		<b>Registered Apprentices (or Apprentices' Hours)</b>	<b>Journeypersons</b>			
			<b>Total Journeypersons (or Journeypersons' Hours)</b>	<b>Journeypersons with on-the Job Training (or Journeypersons' Hours)</b>	<b>Graduates of Apprenticeship Program (or Apprentices' Hours)</b>	<b>Percentage of Journeyperson Work Performed by Graduates**</b>
<b>By Number of Workers</b>	<b>3</b>	<b>1</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>33.3%</b>
<u>OR</u>						
<b>By Number of Hours</b>			<b>0</b>			<b>#DIV/0!</b>

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

**2 Exceptions:**

1. 30% for acoustical installer, bricklayer, carpenter, cement mason, drywall installer or lather, marble mason, finisher, or setter, modular furniture or systems installer, operating engineer, pile driver, plasterer, roofer or waterproofer, stone mason, surveyor, teamster, terrazzo worker or finisher, and tile layer, setter, or finisher.
2. Not applicable to teamsters.

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

Signature: Alot Marchadesch

Date: 01/14/2026



February 5, 2026

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

Dear Mr. Marchadesch,

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

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

Sincerely,

Alex Tiechner  
Administrator

**SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR**


DISTRICT: Palermo Union Elementary School District				PROJECT NAME: Helen Wilcox TK Classroom Building		
CONTRACTOR: United Building Contractors, Inc.				MONTH, YEAR: November 2025		
SUBCONTRACTOR: UBC - Laborer						
	<b>A**</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>ONLY ENTER VALUES IN GREEN CELLS (Columns C &amp; F will populate automatically)</b>		<b>Skilled and Trained Workforce</b>				
			<b>Journeypersons</b>			
		<b>Registered Apprentices (or Apprentices' Hours)</b>	<b>Total Journeypersons (or Journeypersons' Hours)</b>	<b>Journeypersons with on-the Job Training (or Journeypersons' Hours)</b>	<b>Graduates of Apprenticeship Program (or Apprentices' Hours)</b>	<b>Percentage of Journeyperson Work Performed by Graduates**</b>
	<b>Total Workers (or Hours) on Project</b>					
<b>By Number of Workers</b>	<b>3</b>		<b>3</b>	<b>1</b>	<b>2</b>	<b>66.7%</b>
<b><u>OR</u></b>						
<b>By Number of Hours</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>#DIV/0!</b>

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

**2 Exceptions:**

1. 30% for acoustical installer, bricklayer, carpenter, cement mason, drywall installer or lather, marble mason, finisher, or setter, modular furniture or systems installer, operating engineer, pile driver, plasterer, roofer or waterproofer, stone mason, surveyor, teamster, terrazzo worker or finisher, and tile layer, setter, or finisher.
2. Not applicable to teamsters.

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

Signature: 

Date: 11/13/2025

**SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR**

DISTRICT: Palermo Union Elementary School District				PROJECT NAME: Helen Wilcox TK Classroom Building		
CONTRACTOR: United Building Contractors, Inc.				MONTH, YEAR: November 2025		
SUBCONTRACTOR: WWF Contractors Corp						
	<b>A**</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>ONLY ENTER VALUES IN GREEN CELLS (Columns C &amp; F will populate automatically)</b>	Total Workers (or Hours) on Project	Skilled and Trained Workforce				
		Registered Apprentices (or Apprentices' Hours)	Journeypersons			
			Total Journeypersons (or Journeypersons' Hours)	Journeypersons with on-the Job Training (or Journeypersons' Hours)	Graduates of Apprenticeship Program (or Apprentices' Hours)	Percentage of Journeyperson Work Performed by Graduates**
By Number of Workers  <u>OR</u>	9	3	6	1	5	83.3%
By Number of Hours	0	0	0	0	0	#DIV/0!

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

**2 Exceptions:**

1. 30% for acoustical installer, bricklayer, carpenter, cement mason, drywall installer or lather, marble mason, finisher, or setter, modular furniture or systems installer, operating engineer, pile driver, plasterer, roofer or waterproofer, stone mason, surveyor, teamster, terrazzo worker or finisher, and tile layer, setter, or finisher.
2. Not applicable to teamsters.

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

Signature: Julie Humbert

Date: 12/10/2025

## Monthly Skilled and Trained Workforce Report

Education Code § 17407.5

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

Project Name: Helen Wilcox Elementary Transitional Kindergarten Building

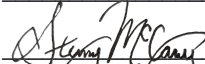
Month/Year: December 2025

% of Journeymen who  
graduated from an  
approved apprenticeship  
program

Subcontractor (all tiers)	License Number	Monthly	Average	Note
Alcal Speciality Contractors	815286	50.0%	50.0%	Letter of non-compliance to follow
All-American Construction (Operator)	948762	61.2%	45.6%	No work performed
All-American Construction (Laborer)	948762	100.0%	77.1%	No work performed
Conley & Sons Construction	1069300	100.0%	100.0%	
Firebolt Electrical	837554	100.0%	100.0%	
H&W Nor-Cal Builders	972127	100.0%	93.2%	
Robert Boeger Plastering	319451	100.0%	100.0%	
Rock Creek (Cement Mason)	883815	0.0%	66.7%	No work performed
Rock Creek (Laborer)	883815	N/A	33.3%	No work performed
Solano County Roofing	495355	75.0%	83.0%	
Topnotch Mechanical	972009	33.3%	33.3%	Union letter supplied
UBC (Laborer)	679303	66.7%	93.3%	
WWF Contractors Corp	418113	88.3%	87.0%	

Dated: 2/6/2026

Company: United Building Contractors, Inc.

Signature: 

Title: Stenny McCary, Compliance Coordinator

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

### EXPLANATION AND COMPLIANCE PLAN

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

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

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

**SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR**

DISTRICT: Palermo Union Elementary School District				PROJECT NAME: Helen Wilcox TK Classroom Building		
CONTRACTOR: United Building Contractors, Inc.				MONTH, YEAR: DEC 2025		
SUBCONTRACTOR: Alcal Specialty Contracting, Inc.						
	<b>A**</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>ONLY ENTER VALUES IN GREEN CELLS (Columns C &amp; F will populate automatically)</b>		<b>Skilled and Trained Workforce</b>				
			<b>Journeypersons</b>			
	<b>Total Workers (or Hours) on Project</b>	<b>Registered Apprentices (or Apprentices' Hours)</b>	<b>Total Journeypersons (or Journeypersons' Hours)</b>	<b>Journeypersons with on-the Job Training (or Journeypersons' Hours)</b>	<b>Graduates of Apprenticeship Program (or Apprentices' Hours)</b>	<b>Percentage of Journeyperson Work Performed by Graduates**</b>
<b>By Number of Workers</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>50.0%</b>
<b><u>OR</u></b>						
<b>By Number of Hours</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>#DIV/0!</b>

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

**2 Exceptions:**

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

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

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

*Arlet Diaz*

Date: 1/6/2026

**SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR**

DISTRICT: Palermo Union Elementary School District				PROJECT NAME: Helen Wilcox		
CONTRACTOR: United Building Contractors, Inc.				MONTH, YEAR: December 2025 - ALL TRADES		
SUBCONTRACTOR: All-American Construction, Inc.				<b>NON-PERFORMANCE</b>		
	<b>A**</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>ONLY ENTER VALUES IN GREEN CELLS (Columns C &amp; F will populate automatically)</b>	<b>Skilled and Trained Workforce</b>					
	<b>Total Workers (or Hours) on Project</b>	<b>Registered Apprentices (or Apprentices' Hours)</b>	<b>Journeypersons</b>			
			<b>Total Journeypersons (or Journeypersons' Hours)</b>	<b>Journeypersons with on-the Job Training (or Journeypersons' Hours)</b>	<b>Graduates of Apprenticeship Program (or Apprentices' Hours)</b>	<b>Percentage of Journeyperson Work Performed by Graduates**</b>
<b>By Number of Workers</b>	0	0	0	0	0	#DIV/0!
<b>OR</b>						
<b>By Number of Hours</b>	0	0	0	0	0	#DIV/0!

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

**2 Exceptions:**

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

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

Signature: 

Date: 1/14/26

**SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR**

DISTRICT: Palermo Union Elementary School District				PROJECT NAME: Helen Wilcox TK Classroom Building		
CONTRACTOR: United Building Contractors, Inc.				MONTH, YEAR: DECEMBER 2025		
SUBCONTRACTOR: Conley & Sons Construction						
	<b>A**</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>ONLY ENTER VALUES IN GREEN CELLS (Columns C &amp; F will populate automatically)</b>	Total Workers (or Hours) on Project	Skilled and Trained Workforce				
		Registered Apprentices (or Apprentices' Hours)	Journeypersons			
			Total Journeypersons (or Journeypersons' Hours)	Journeypersons with on-the Job Training (or Journeypersons' Hours)	Graduates of Apprenticeship Program (or Apprentices' Hours)	Percentage of Journeyperson Work Performed by Graduates**
By Number of Workers <u>OR</u>	4	0	4	0	4	100.0%
By Number of Hours	144	0	144	0	144	100.0%

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

**2 Exceptions:**

1. 30% for acoustical installer, bricklayer, carpenter, cement mason, drywall installer or lather, marble mason, finisher, or setter, modular furniture or systems installer, operating engineer, pile driver, plasterer, roofer or waterproofer, stone mason, surveyor, teamster, terrazzo worker or finisher, and tile layer, setter, or finisher.
2. Not applicable to teamsters.

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

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

Date: 1/13/2026

# SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR

DISTRICT: Palermo Union Elementary School District				PROJECT NAME: Helen Wilcox TK Classroom Building		
CONTRACTOR: United Building Contractors, Inc.				MONTH, YEAR: December, 2025		
SUBCONTRACTOR: Firebolt Electrical						
	<b>A **</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>ONLY ENTER VALUES IN GREEN CELLS (Columns C &amp; F will populate automatically)</b>	<b>Total Workers (or Hours) on Project</b>	<b>Skilled and Trained Workforce</b>				
		<b>Registered Apprentices (or Apprentices' Hours)</b>	<b>Journeypersons</b>			
			<b>Total Journeypersons (or Journeypersons' Hours)</b>	<b>Journeypersons with on-the Job Training (or Journeypersons' Hours)</b>	<b>Graduates of Apprenticeship Program (or Apprentices' Hours)</b>	<b>Percentage of Journeyperson Work Performed by Graduates **</b>
<b>By Number of Workers <u>OR</u></b>	2	1	1	0	1	100.0%
<b>By Number of Hours</b>	0	0	0	0	0	#DIV/0!

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

## 2 Exceptions:

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

I, \_\_\_\_\_ Julia Daniels \_\_\_\_\_, the undersigned, am the \_\_\_\_\_ Office Administrator \_\_\_\_\_ (*position in business*) with the authority to act for and on behalf of \_\_\_\_\_ Firebolt Electrical \_\_\_\_\_ (*name of business and/or contractor*), certify under penalty of perjury that the records or copies thereof submitted to \_\_\_\_\_ Palermo \_\_\_\_\_ Unified School District are the originals or true, full, and correct copies of the originals, and the information contained herein is true and correct.

Signature: Julia Daniels

Date: 1/5/2026

# SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR

DISTRICT: Palermo Union School District				PROJECT NAME: Helen Wilcox TK/K Building		
CONTRACTOR: United Building Contractors, Inc.				MONTH, YEAR: 12/2025		
SUBCONTRACTOR: H&W Nor-Cal Builders						
	A**	B	C	D	E	F
ONLY ENTER VALUES IN GREEN CELLS (Columns C & F will populate automatically)	Total Workers (or Hours) on Project	Skilled and Trained Workforce				
		Registered Apprentices (or Apprentices' Hours)	Journeypersons			
			Total Journeypersons (or Journeypersons' Hours)	Journeypersons with on-the Job Training (or Journeypersons' Hours)	Graduates of Apprenticeship Program (or Apprentices' Hours)	Percentage of Journeyperson Work Performed by Graduates**
By Number of Workers <u>OR</u>	0	0	0	0	0	#DIV/0!
By Number of Hours	11.5	4.5	7	0	7	100.0%

60% of all skilled journeypersons MUST be graduates of approved apprenticeship programs; **AND**

Column (A) must equal Column (B) plus Column (C) [A = B+C] since every worker must be either an apprentice or a skilled journeyperson.

If either of these requirements are not met, the Contractor/Subcontractor is out of compliance and

Contractor must attach to this report its plan to achieve substantial compliance.

## 2 Exceptions:

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

I, \_\_\_\_\_ Trachelle Iorg-Harvey \_\_\_\_\_, the undersigned, am the \_\_\_\_\_ CEO \_\_\_\_\_ (*position in business*) with the authority to act for and on behalf of \_\_\_\_\_ H&W Nor-Cal Builders \_\_\_\_\_ (*name of business and/or contractor*), certify under penalty of perjury that the records or copies thereof submitted to \_\_\_\_\_ Thermalito Union Elementary School District \_\_\_\_\_ are the originals or true, full, and correct copies of the originals, and the information contained herein is true and correct.

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

Date: 12/31/25

**SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR**

DISTRICT: Palermo Union Elementary School District				PROJECT NAME: Helen Wilcox TK Classroom Building		
CONTRACTOR: United Building Contractors, Inc.				MONTH, YEAR: December 2025 - LATHERS		
SUBCONTRACTOR: Robert Boeger Plastering, Inc.						
	<b>A**</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>ONLY ENTER VALUES IN GREEN CELLS (Columns C &amp; F will populate automatically)</b>	<b>Total Workers (or Hours) on Project</b>	<b>Skilled and Trained Workforce</b>				
		<b>Registered Apprentices (or Apprentices' Hours)</b>	<b>Journeypersons</b>			
			<b>Total Journeypersons (or Journeypersons' Hours)</b>	<b>Journeypersons with on-the Job Training (or Journeypersons' Hours)</b>	<b>Graduates of Apprenticeship Program (or Apprentices' Hours)</b>	<b>Percentage of Journeyperson Work Performed by Graduates**</b>
<b>By Number of Workers</b> <u>OR</u>	4	2	2	0	2	100.0%
<b>By Number of Hours</b>	0	0	0	0	0	#DIV/0!

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

**2 Exceptions:**

1. 30% for acoustical installer, bricklayer, carpenter, cement mason, drywall installer or lather, marble mason, finisher, or setter, modular furniture or systems installer, operating engineer, pile driver, plasterer, roofer or waterproofer, stone mason, surveyor, teamster, terrazzo worker or finisher, and tile layer, setter, or finisher.
2. Not applicable to teamsters.

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

Signature: Heather Malovich

Date: 12/30/2025

**SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR**

DISTRICT: Palermo Union Elementary School District			PROJECT NAME: Helen Wilcox TK Classroom Building			
CONTRACTOR: United Building Contractors, Inc.			MONTH, YEAR: December 2025 - All Trades			
SUBCONTRACTOR: Rock Creek Construction, Inc.						
	<b>A**</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>ONLY ENTER VALUES IN GREEN CELLS (Columns C &amp; F will populate automatically)</b>	<b>Total Workers (or Hours) on Project</b>	<b>Skilled and Trained Workforce</b>				
		<b>Registered Apprentices (or Apprentices' Hours)</b>	<b>Journeypersons</b>			
			<b>Total Journeypersons (or Journeypersons' Hours)</b>	<b>Journeypersons with on-the Job Training (or Journeypersons' Hours)</b>	<b>Graduates of Apprenticeship Program (or Apprentices' Hours)</b>	<b>Percentage of Journeyperson Work Performed by Graduates**</b>
<b>By Number of Workers</b>	0	0	0	0	0	#DIV/0!
<u>OR</u>						
<b>By Number of Hours</b>	0	0	0	0	0	#DIV/0!

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

**2 Exceptions:**

1. 30% for acoustical installer, bricklayer, carpenter, cement mason, drywall installer or lather, marble mason, finisher, or setter, modular furniture or systems installer, operating engineer, pile driver, plasterer, roofer or waterproofer, stone mason, surveyor, teamster, terrazzo worker or finisher, and tile layer, setter, or finisher.
2. Not applicable to teamsters.

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

Signature: Lynda Cameron

Date: 1/4/2026

Digitally signed by Lynda Cameron  
 DN: cn=Lynda Cameron, o=Rock Creek Construction, Inc., email=lynda@rockcreekconstruction.com  
 Reason: I am the signer of this document  
 Date: 2025.01.04 11:52:50

**SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR**

DISTRICT: Palermo Union Elementary School District				PROJECT NAME: Helen Wilcox TK Classroom Building		
CONTRACTOR: United Building Contractors, Inc.				MONTH, YEAR: December 25		
SUBCONTRACTOR: Solano County Roofing, Inc.						
	<b>A**</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>ONLY ENTER VALUES IN GREEN CELLS (Columns C &amp; F will populate automatically)</b>	Total Workers (or Hours) on Project	<b>Skilled and Trained Workforce</b>				
		Registered Apprentices (or Apprentices' Hours)	<b>Journeypersons</b>			
			Total Journeypersons (or Journeypersons' Hours)	Journeypersons with on-the Job Training (or Journeypersons' Hours)	Graduates of Apprenticeship Program (or Apprentices' Hours)	Percentage of Journeyperson Work Performed by Graduates**
By Number of Workers <u>OR</u>	6	2	4	1	3	75.0%
By Number of Hours	0	0	0	0	0	#DIV/0!

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

**2 Exceptions:**

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

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

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

Date: 1/6/2026

**SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR**

DISTRICT: Palermo Union Elementary School District			PROJECT NAME: Helen Wilcox TK Classroom Building			
CONTRACTOR: United Building Contractors, Inc.			MONTH, YEAR: December 2025			
SUBCONTRACTOR: Topnotch Mechanical, Inc.						
	<b>A**</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>ONLY ENTER VALUES IN GREEN CELLS (Columns C &amp; F will populate automatically)</b>	<b>Total Workers (or Hours) on Project</b>	<b>Skilled and Trained Workforce</b>				
		<b>Registered Apprentices (or Apprentices' Hours)</b>	<b>Journeypersons</b>			
			<b>Total Journeypersons (or Journeypersons' Hours)</b>	<b>Journeypersons with on-the Job Training (or Journeypersons' Hours)</b>	<b>Graduates of Apprenticeship Program (or Apprentices' Hours)</b>	<b>Percentage of Journeyperson Work Performed by Graduates**</b>
<b>By Number of Workers</b> <u>OR</u>			0			#DIV/0!
<b>By Number of Hours</b>	96	32	96	64	32	33.3%

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

**2 Exceptions:**

1. 30% for acoustical installer, bricklayer, carpenter, cement mason, drywall installer or lather, marble mason, finisher, or setter, modular furniture or systems installer, operating engineer, pile driver, plasterer, roofer or waterproofer, stone mason, surveyor, teamster, terrazzo worker or finisher, and tile layer, setter, or finisher.
2. Not applicable to teamsters.

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

Signature: Alot Marchadesch

Date: 02/05/2026



# *Northern California Valley Sheet Metal Industry Joint Apprenticeship and Training Committee*

3665 Bleckely Street, Mather, CA 95655 Phone (916) 922-9381 Fax (916) 922-3574

February 5, 2026

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

Dear Mr. Marchadesch,

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

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

Sincerely,

Alex Tiechner  
Administrator

**SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR**


DISTRICT: Palermo Union Elementary School District				PROJECT NAME: Helen Wilcox TK Classroom Building		
CONTRACTOR: United Building Contractors, Inc.				MONTH, YEAR: December 2025		
SUBCONTRACTOR: UBC - Laborer						
	<b>A**</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>ONLY ENTER VALUES IN GREEN CELLS (Columns C &amp; F will populate automatically)</b>		<b>Skilled and Trained Workforce</b>				
			<b>Journeypersons</b>			
		<b>Registered Apprentices (or Apprentices' Hours)</b>	<b>Total Journeypersons (or Journeypersons' Hours)</b>	<b>Journeypersons with on-the Job Training (or Journeypersons' Hours)</b>	<b>Graduates of Apprenticeship Program (or Apprentices' Hours)</b>	<b>Percentage of Journeyperson Work Performed by Graduates**</b>
	<b>Total Workers (or Hours) on Project</b>					
<b>By Number of Workers</b>	<b>3</b>		<b>3</b>	<b>1</b>	<b>2</b>	<b>66.7%</b>
<b><u>OR</u></b>						
<b>By Number of Hours</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>#DIV/0!</b>

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

**2 Exceptions:**

1. 30% for acoustical installer, bricklayer, carpenter, cement mason, drywall installer or lather, marble mason, finisher, or setter, modular furniture or systems installer, operating engineer, pile driver, plasterer, roofer or waterproofer, stone mason, surveyor, teamster, terrazzo worker or finisher, and tile layer, setter, or finisher.
2. Not applicable to teamsters.

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

Signature: 

Date: 1/16/2026

**SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR**

DISTRICT: Palermo Union Elementary School District				PROJECT NAME: Helen Wilcox TK Classroom Building		
CONTRACTOR: United Building Contractors, Inc.				MONTH, YEAR: December 2025		
SUBCONTRACTOR: WWF Contractors Corp						
	<b>A**</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>ONLY ENTER VALUES IN GREEN CELLS (Columns C &amp; F will populate automatically)</b>		<b>Skilled and Trained Workforce</b>				
			<b>Journeypersons</b>			
	Total Workers (or Hours) on Project	Registered Apprentices (or Apprentices' Hours)	Total Journeypersons (or Journeypersons' Hours)	Journeypersons with on-the Job Training (or Journeypersons' Hours)	Graduates of Apprenticeship Program (or Apprentices' Hours)	Percentage of Journeyperson Work Performed by Graduates**
By Number of Workers  <u>OR</u>	6	3	3	1	2	66.7%
By Number of Hours			0			#DIV/0!

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

**2 Exceptions:**

1. 30% for acoustical installer, bricklayer, carpenter, cement mason, drywall installer or lather, marble mason, finisher, or setter, modular furniture or systems installer, operating engineer, pile driver, plasterer, roofer or waterproofer, stone mason, surveyor, teamster, terrazzo worker or finisher, and tile layer, setter, or finisher.
2. Not applicable to teamsters.

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

Signature: Julie Humbert

Date: 1/8/2026

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**Resolution No. 26-03**

**Resolution of the Governing Board of the Palermo Union Elementary School District to Reduce or Discontinue Classified Services**

**WHEREAS**, the Governing Board of the Palermo Union Elementary School District ("District") has determined it is necessary to discontinue particular kinds of services of the District for the 2026-2027 school year in accordance with Education Code sections 45114 and 45117, and;

**WHEREAS**, the Governing Board of the District has determined that it shall be necessary and in the best interest of the District to abolish the following classified positions in the District not later than June 30, 2026, due to lack of work or lack of funds:

Positions	FTE
Attendance Clerk II	1.0 FTE
Human Resources Technician	1.0 FTE

**NOW, THEREFORE, BE IT RESOLVED** that as of the close of the business day on June 30, 2026, the above-referenced classified positions shall be abolished.

**BE IT FURTHER RESOLVED** that the Superintendent, or Superintendent's designee, is authorized and directed to give the appropriate notice to the classified employees affected by this Resolution no later than March 15, 2026.

ADOPTED by the Governing Board of Palermo Union Elementary School District of Butte County, in the State of California, on February 25, 2026 by the following vote:

AYES:

NOES:

ABSTENTIONS:

ABSENCES:

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

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

\_\_\_\_\_  
Secretary of the Board of Education

\_\_\_\_\_  
President of the Governing Board