

RESCUE UNION SCHOOL DISTRICT

AGENDA ITEM: Board Officer Selection

RECOMMENDATION:

The Superintendent recommends the Board of Trustees select a Rescue USD Board Vice President who will serve in the role until the Board Annual Organization Meeting (AOM) meeting on December 15, 2026.

Background:

In November of 2024 Michael Flaherty was elected to the Rescue USD School Board. On July 24, 2026 Mr. Flaherty formally resigned from his four-year term on the Rescue Union School District (RUSD) Board of Education. On August 18, 2026 the RUSD Board voted to fill this vacancy by utilizing the Provisional Appointment process which was detailed in the August 18, 2026 board packet. The District's Board of Trustees has successfully used the provisional appointment process in the past to fill vacancies, rather than calling for a special election, which would cost taxpayers tens of thousands of dollars.

The Board of Trustees received one application from a qualified community member who is interested in the Provisional Appointment to the Rescue Union School District Board to complete Mr. Flaherty's term, which expires in December of 2028. That applicant was Kim White and she was selected for the Provisional Appointment on September 15, 2026 and Sworn into office on September 22, 2026. Ms. White resigned from her 4-year term prior to the September 22, 2026 Board meeting and as a result the position of Rescue USD School Board Vice President is vacant.

FISCAL IMPACT:

N/A

BOARD GOAL(S):

I. CONTINUOUS IMPROVEMENT

Create and promote practices and environments that foster a culture of continuous improvement by systematically analyzing data, engaging in reflective dialogue, and implementing evidence-based strategies to enhance student learning outcomes, staff professional growth, and overall district performance. **Reflected in LCAP GOAL(S) 1-2-3**

II. STUDENT SUPPORT

A. Student Safety and Well Being: Enhance and encourage social, emotional, ethical and civic learning by providing a safe, supportive and diverse environment. **Reflected in LCAP GOAL 2**

B. Curriculum and Instruction: Provide a meaningful, innovative learning experience using content standards, research-based instructional methodology, effective instructional materials, staff development and technology that will ensure student success while in our District and beyond.

Reflected in LCAP GOAL 1

C. Environment: Foster an engaging learning environment that motivates students to take ownership of their learning and personal academic growth. **Reflected in LCAP GOAL 2**

III. STAFF SUPPORT

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

IV. COMMITMENT TO COMMUNITY

A. Communication: Establish and maintain consistent and effective communication that is transparent and timely to foster meaningful engagement, share valuable information, and enhance the knowledge and involvement of our District community. **Reflected in LCAP GOAL 3**

B. Connectedness: Foster a strong sense of community connectedness by building partnerships with local organizations, creating opportunities for family involvement, and encouraging community participation in school events to support student success and wellbeing. **Reflected in LCAP GOAL 3**

V. FISCAL ACCOUNTABILITY

Keep the district fiscally solvent and stable through prudent LCAP aligned budget processes in order to meet the needs of all of our students, staff and schools. **Reflected in LCAP GOAL(S) 1-2-3**

VI. FACILITIES MANAGEMENT

Build, maintain, and improve facilities to provide safe school and work settings that also meet current and future educational needs. **Reflected in LCAP GOAL 3**

RESCUE UNION SCHOOL DISTRICT

AGENDA ITEM: Superintendent Contract

RECOMMENDATION:

The Board President recommends the Board approve revised contract language in Superintendent Jim Shoemake's contract. This revised contract language, provided by the Association of California School Administrators (ACSA), does not include any improved salary or health benefits and only addresses the contractual provisions noted in #45, #46, #47, #50 and #53.

BACKGROUND:

During a recent regional review of executive contracts, it was noted that Superintendent Shoemake's current contract lacks standard, modern due process provisions. To ensure the district's agreements align with contemporary administrative standards and fair employment practices, Superintendent Shoemake consulted with the Association of California School Administrators (ACSA) to identify model language that establishes clear procedural guidelines and fair due process protocols.

Attached for board review is a draft showing ACSA's recommended edits to Superintendent Shoemake's contract in red.

STATUS:

Superintendent Shoemake has received a positive evaluation for the past five years. This Board Agenda item is provided as a proactive move to ensure fair employment practices for the Superintendent and the school board.

FISCAL IMPACT:

None

BOARD GOALS:

I. CONTINUOUS IMPROVEMENT

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

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RESCUE UNION SCHOOL DISTRICT
Superintendent's Contract

Suggested edits from the Association of California School Administrators (ACSA) in Red

This Employment Contract ("Contract") is by and between Jim Shoemake ("Superintendent") and the Governing Board ("Board") of the Rescue Union School District ("District").

The Board offers, and Superintendent accepts, with valuable consideration exchanged, employment as District Superintendent pursuant to the following terms and conditions.

Contract Term

1. Board employs Superintendent for a term of three years, commencing on July 1, 2026, and ending on June 30, 2029, unless such employment is terminated earlier pursuant to the provisions of this Contract or extended as otherwise provided herein or by law. An amendment for the extension of the term of this Agreement shall be considered by the Board at a regularly scheduled Board meeting each June following a satisfactory evaluation.

Work Year and Hours of Work

2. Superintendent shall render 222 work days of full and regular service to the District with the exception of District-approved holidays, and approved leaves as set forth in the Contract. It is understood that the demands of the position of Superintendent will require more than eight (8) hours a day and/or forty (40) hours per workweek. Superintendent is not entitled to receive overtime compensation. If the Superintendent works in excess of 222 days during the fiscal year, with the approval of the Board President, the Superintendent may elect to carry over such days into the next fiscal year.

Compensation

3. Superintendent is employed as a full-time employee of the District with an annual salary of Two hundred thirty-eight thousand, seven hundred seventy-four dollars and zero cents (\$238,774.00) which is Step 1 of the Board adopted Certificated Administrators Salary Schedule ("Salary Schedule"). The annual salary shall be payable on the last working day of each month in installments of one-twelfth (1/12) of the annual salary for services rendered during the preceding month, with proration for a period of less than a full year of service.

4. Adjustments to the Superintendent's annual salary during the life of this Contract shall be in the form of an amendment or updated salary schedule, and shall become part of this Contract. The annual salary may be increased at the sole discretion of the Board. Any increase in salary shall be discussed and approved in open session at a regular Board meeting pursuant to Government Code Section 54956, subdivision (b). A change in salary during the term of the Contract shall not constitute the creation of a new contract or extend the termination date of the Contract.

Benefits and Expenses

Medical, Dental, Life and Vision Insurance

5. During his/her employment under the Contract, the Superintendent may select any medical, dental, life and vision plan available to other certificated management employees within the District. Superintendent shall receive the district certificated management fringe benefits cap and be responsible for any employee contribution of the plan selected.

Retirement Contribution

6. Superintendent is responsible for his or her share of contributions to CalSTRS.

Reimbursement for work related expenses outside of El Dorado County

7. Superintendent shall be reimbursed for all ordinary and necessary expenses in conducting District Business. District shall reimburse Superintendent for all documented ordinary and necessary expenses outside of El Dorado County, incurred relative to employment as Superintendent. The Board may, at any time for any reason, instruct the Superintendent to reduce or stop such reimbursable activity; however, the Superintendent will be reimbursed for expenditures made before the Board's decision.

Automobile Allowance and Necessary Expenses

8. The Superintendent shall receive \$1,000 per month allowance to compensate for the operation of his own vehicle in the performance of regularly assigned duties and to compensate for other required and reasonable expenses necessary to satisfy the Superintendent's obligations, duties, responsibilities, and service to the District as described in this Agreement. No additional reimbursement will be received for the use of the Superintendent's personal vehicle or other expenses not described herein.

Professional Development and Dues

9. It is expected that the Superintendent will participate in professional and community organizations in a manner consistent with his or her employment duties and Board policies. Superintendent shall endeavor to maintain and improve professional competence. Superintendent shall select appropriate activities. The District shall pay for all reasonable and necessary expenses for such activities if activities have been approved in advance by the Board.

10. District will therefore pay Superintendent's annual dues to the Association of California School Administrators (ACSA), as well as to any other professional or community organization approved by the Board. The Board retains the right to modify or discontinue payment of dues at any time should the Board determine such membership is not beneficial to the District.

Technology Devices

11. At its sole discretion, the Board shall provide to Superintendent, at District expense, a cell phone and a laptop computer and/or tablet, hereinafter "Technology Devices." District shall pay any costs and expenses associated with owning, licensing, operating and maintaining such Technology Devices. This does not include costs associated with maintaining home Internet access. All Technology Devices so provided are the property of District and District shall have the right to control the access to, and use of, Technology Devices through its Board policies, including its technology use policies, personnel policies, and its risk management policies.

12. All District-provided Technology Devices are provided to facilitate performance of Superintendent's duties and obligations as an employee of District. Superintendent may use District-provided Technology Devices for personal use within reasonable limits and in a manner consistent with Board policies, including its technology use policies, personnel policies, and its risk management policies. Superintendent shall not use any Technology Device in any manner that is inconsistent with such policies.

13. When Technology Devices are provided by the District, the Superintendent may conduct District business on devices that are not provided or owned by the District.

14. Superintendent hereby waives any and all rights and protections over the content of any Technology Device or other electronic device (e.g., cell phone, computer, tablet) on which he or she has conducted any District business, regardless of whether the device is provided by District pursuant to the Contract. This waiver permits the Board or anyone authorized by Board to examine the contents of any such device without requiring additional Permission, including, but not limited to, a separate waiver or a warrant.

Leaves

Illness Leave

15. Superintendent shall accrue 1 day of sick leave each month of employment, for a possible total of 12 days of sick leave each contract year.

16. Accrued unused illness leave shall not be compensable upon separation.

Personal and other leaves

17. Superintendent shall be entitled to all other personal necessity, bereavement, or other leaves provided to District's certificated management employees.

Duties and Responsibilities

18. Pursuant to Article 3 (commencing with Section 35026) of Chapter 1 of Part 21 of Division 3 of Title 2 of the Education Code, Superintendent shall be the Chief Executive Officer of District.

19. Superintendent shall perform, at the highest level of competence, all services, duties, and obligations required by (i) the Contract, (ii) the District Superintendent job description, (iii) applicable laws and regulations, (iv) Board rules, regulations, and policies and as otherwise directed by the Board. The Superintendent may delegate his or her duties to a responsible District employee at Superintendent's discretion unless otherwise stated in applicable laws and regulations, found in Board rules, regulations, and policies, or otherwise prohibited by Board.

20. Subject to the approval of the Board, Superintendent shall have primary responsibility for the management of all District affairs. In carrying out his or her duties, the Superintendent shall provide educational leadership to the District and make student learning and student success his or her highest priorities.

21. Superintendent shall be responsible for the operations of the District, including, but not limited to, the areas of general administration, instruction, human resources, communications, government relations, facilities, and business affairs.

22. Superintendent shall evaluate or cause to be evaluated all employees of the District as provided by California law and Board policy.

23. Superintendent shall establish and maintain positive community, staff, and Board relations and a collaborative culture.

24. Superintendent shall attend every Board meeting and Board committee meeting unless excused by the Board President.

25. Superintendent shall serve as Secretary to the Board and perform the duties as prescribed in Section 35025 of Chapter 1 of Part 21 of Division 3 of Title 2 of the Education Code.

26. The Superintendent shall have primary responsibility for the execution of Board policies, although Board retains responsibility for the formulation of Board policies.

27. As permitted by any applicable law including, but not limited to the Brown Act, Superintendent shall, in advance of Board meetings, keep all Board members advised of emerging issues that could have a material impact on Board or District.

28. Superintendent shall submit financial and budgetary reports to the Board and shall advise Board on possible sources of funds to carry out District programs.

29. Superintendent shall provide leadership and direction in negotiations with all labor groups.

30. Superintendent shall have primary responsibility for making timely and appropriate recommendations to the Board regarding personnel matters, including employment of personnel and any release, non-reelection, or termination of an employee. Upon Superintendent request, the Board may authorize Superintendent to employ personnel without Board approval.

31. As required by Education Code Section 35035, and subject to the approval of the Board,

Superintendent is responsible for assigning all District employees employed in positions requiring certification qualifications.

32. Superintendent shall have other duties properly delegated to him or her by Board policies or by other actions of the Board.

External Relation Duties

33. Superintendent shall represent District before the public, and shall maintain such a program of public relations as may serve to improve understanding and to keep the public informed about District activities, needs, and results.

34. Superintendent will act as the primary liaison with the local, state, and federal agencies and elected representatives.

35. Superintendent shall regularly report to the Board on all external relations activities.

Requirements

Driver's License

36. Superintendent is required to maintain a valid California Driver's License and have a vehicle available at all times to perform the duties of the position.

Evaluation

37. Effective June 9, 2026, the Board shall evaluate the Superintendent in school years ending in an even number. The Board may conduct an evaluation during a school year ending in an odd number by providing the Superintendent with written notification prior to July 31 of that school year. On odd number years the Board will still act on the Superintendent's contract extension at a regularly scheduled Board meeting per Term 1.0 in this contract.

38. Effective June 9, 2026, the following process shall occur on a biennial basis during school years ending in an even number.

Prior to September 1 of such years, the Board shall meet to establish the Superintendent's performance goals and objectives for that school year based on the duties and responsibilities set forth in the Contract, the Board's strategic planning priorities, and any other criteria chosen by the Board. These goals and objectives shall be reduced to writing and, at the Board's discretion, may include input provided by the Superintendent. The Board will provide the Superintendent with an Evaluation instrument.

The Board reserves the right to request this process for a school year ending in an odd number by providing written notification to the Superintendent by July 31 of that school year.

39. Prior to May 31 of each year, the Superintendent shall provide the Board with an annual

report regarding the state of the District. and shall also make a presentation based on the report at a regularly scheduled Board meeting.

40. Effective June 9, 2026, the Superintendent shall present the Board with a written self-evaluation prior to June 1 of school years ending in an even number. The self-evaluation shall mirror the form of the Board Evaluation instrument.

The Board may request a formal self-evaluation during a school year ending in an odd number by providing the Superintendent with written notification prior to July 31 of that school year.

41. Prior to June 30 of each year the Superintendent is formally evaluated, and after receiving Superintendent's state of the District report and self-evaluation, each of the following shall occur:

- a Each Board member shall individually complete the Evaluation instrument;
- b Board will devote a portion of at least one (1) meeting to a discussion and evaluation of Superintendent's performance, including the working relationship between Superintendent and Board.
- c Board President shall be responsible for utilizing the individual Board member evaluations and Board discussion to prepare a single, evaluative document that communicates Board's collective feedback and expectations.

42. The evaluation of Superintendent by Board will be in writing and placed in a sealed envelope in Superintendent's personnel file marked as follows: "Confidential. Only to be opened upon authorization of the Board." A copy of the evaluation will be provided to the Superintendent.

43. Parties affirm that evaluation timelines are critical and as such, if the timeline is not met, the schedule will be reviewed and revised dates agreed to complete a timely evaluation.

Contract Renewal or Extension

44. At the conclusion of each even numbered year's evaluation, the Governing Board shall determine in writing on the Superintendent's evaluation form whether or not the evaluation is "satisfactory" or "unsatisfactory" so that a clear and affirmative decision is made. If the Governing Board determines that the Superintendent's evaluation is "satisfactory" the term of the Agreement shall be extended one (1) year by action of the board; if the Governing Board determines that the Superintendent's evaluation is "unsatisfactory", the Superintendent's contract terms will remain the same. On odd number years the Board will still act on the Superintendent's contract extension at a regularly scheduled Board meeting per Term 1.0 in this contract.

Superintendent's Duty to Notify Board

45. Between ninety (90) days and one hundred and twenty (120) days prior to the end of the Contract, Superintendent shall, in writing, remind each Board member of Board's obligation to give written notice pursuant to the terms of this Contract. Failure by the Superintendent to provide notice to the Board shall invalidate the notice requirement.

Termination for Cause

ACSA Language:

The Board may terminate the Superintendent for: (1) breach of this Agreement; (2) refusal or failure to act in accordance with specific provisions of this Agreement; (3) unsatisfactory performance; (4) conviction of a crime or of any crime involving moral turpitude; (5) suspension or revocation of any credential held by the Superintendent. If the Board believes that cause to terminate the Agreement exists, it shall meet with the Superintendent. If the Superintendent disputes the cause, the Superintendent shall then be entitled to a conference before the Board in closed session. The Superintendent shall have a reasonable opportunity to respond to all matters raised. The conference with the Board shall not be an evidentiary hearing and neither party shall have the opportunity to call witnesses. The Superintendent shall have the right to have counsel attend at his/her own expense. Upon the grounds set forth in the California Education Code 44932 for the termination of a permanent certificated employee, the Superintendent shall be entitled in the event that District contends there is any such basis to terminate Superintendent for cause to the rights provided to a certificated employee pursuant to Article 3 of Chapter 4, Part 25 of Division 3, Education Code § 44930 et seq, including, but not limited to, those provisions set forth in Education Code §44944, which provision shall apply with respect to any such attempted termination of the Superintendent.

46. Notwithstanding any other provision of the Contract, Superintendent may be terminated for cause prior to the expiration of the Contract, for any of the following:

a The occurrence of any event which would justify revocation of a credential as set forth in Education Code § 44420 et seq.

b The occurrence of any event which would justify dismissal of a tenured certificated employee as set forth in Education Code § 44932, et seq.

~~c Neglect of Duty~~ (Note: Redundant, Covered in EC 44932)

~~d Failure of Superintendent to perform duties~~ (Note: Redundant, Covered in EC 44932)

~~e Material breach of the Contract~~ (Note: Redundant, Covered in EC 44932)

f Superintendent interviews for any other position during the term of the Contract and he or she fails to notify Board President within three days of the interview

~~g Any other legally permissible reason~~ (Note: Too vague)

~~47. Any other legally permissible reason includes, but is not limited to, conduct that is seriously detrimental to the District. Conduct that is seriously detrimental to District includes, by way of illustration and not limitation, either during or outside of duty hours, which is of such a nature that it causes discredit to District, unprofessional conduct, or incompetence. The Superintendent acknowledges that he or she is the District's most visible representative and is required to maintain higher standards of personal conduct than any other employee. In order to represent the District with integrity and high ethical standards, the Superintendent shall avoid professional or personal situations that might reflect negatively on the Superintendent, District, or Board. (Note: Board can terminate for Cause based on a situation the "might" reflect negatively)~~

48. Prior to terminating Superintendent for cause, Superintendent shall be afforded the protection of procedural due process. The Board shall give Superintendent thirty (30) days written notice of its intention to terminate him or her for cause. Such written notice shall include a statement of the specific acts or omissions, which give rise to the proposed action. No action shall be taken on a proposed termination for cause until Superintendent has had an opportunity to meet with the Board to be heard by way of explanation, defense, or a showing that the specific acts or omissions have been corrected. This opportunity to be heard shall be provided within fifteen (15) calendar days after the Superintendent is served the notice of Board's intention. This meeting with the Board is not an evidentiary hearing. The Parties are expected to provide each other with a reasonable, complete explanation of their positions and an attorney may accompany either party. Superintendent's right to meet with the Board shall be exclusive of any right to any other hearing otherwise required by law.

49. Any decision to terminate Superintendent for cause shall be effective upon the date determined by Board, except that such date shall not be sooner than thirty (30) calendar days after the notice of termination is given to Superintendent. In the event that Superintendent is terminated for cause, all rights and obligations of the Parties under the Contract shall be deemed fully satisfied on the effective date of the termination and Superintendent shall not be entitled to any further benefit under the Contract.

~~50. A determination as to whether cause exists to terminate Superintendent shall always be at the sole discretion of the Board.~~

Termination without Cause

51. Notwithstanding any other provision of the Contract, the Board shall have the sole right to terminate Superintendent without cause at any time before its normal expiration. If Board terminates Superintendent without cause before its normal expiration, it shall pay to Superintendent his or her base salary and medical/dental/vision and other benefits provided by the Contract for either ~~six (6)~~ **twelve (12)** months or the number of months remaining on the Contract, whichever is less.

Termination by Mutual Consent

52. Notwithstanding any other provision of the Contract, Board and Superintendent may, by mutual consent, terminate the Contract before its expiration. The Superintendent may also

terminate obligations under this Agreement by giving the District sixty (60) days written notice.

53. If the Contract is mutually terminated, the maximum cash settlement that Superintendent may receive ~~either (i) an amount equal to the monthly salary of Superintendent multiplied by the number of months left on the unexpired term of the Contract or (ii) an amount equal to the monthly salary of Superintendent multiplied by six (6) months, whichever is less.~~ However, should the District believe, and subsequently confirm by independent audit, that the Superintendent has engaged in fraud, misappropriation of funds, or other illegal fiscal practices, then no cash or noncash settlement will be paid, pursuant to Government Code § 53260.

Termination by Death

54. The Contract shall terminate immediately upon the death of Superintendent and all rights and obligations of the Parties under the Contract shall be deemed fully satisfied.

Liability for Taxes

55. Notwithstanding any other provision of the Contract, District shall not be liable (except in cases of District errors or omissions) for any state or federal tax consequences to Superintendent, any designated beneficiary hereunder, or the heirs, administrators, executors, successors, and assigns of Superintendent. Superintendent shall assume sole liability for any state or federal tax consequences of the Contract or any related contract and agrees to indemnify and hold District harmless from such tax consequences.

Superintendent Indemnification

56. District shall include Superintendent as a named insured in its liability and errors and omissions insurance policies.

57. District shall, to the full extent permitted by law, defend, hold harmless, and indemnify Superintendent from any and all demands, claims, suits, actions, and legal proceedings brought against him or her in his or her personal capacity or in his or her official capacity as an agent and/or employee of District, provided that the incident arose while Superintendent was acting on matters related to his or her employment with District.

58. In no event will any individual Board member be personally liable for indemnifying the Superintendent.

General Provisions

Full and Complete Contract

59. The Contract is the full and complete contract between the Parties. It can be changed or modified only in writing signed by the Superintendent and Board President or designee after Board approval.

Entire Contract

60. The Contract contains the entire understanding between the Parties. There are no oral understandings, terms, or conditions, and neither party has relied upon any representation, express or implied, not contained in the Contract. The Contract is intended by the Parties to be the sole instrument governing the relationship between the Parties unless a provision of law, now or hereinafter enacted, is specifically applicable to the Contract or to the relationship between Board and Superintendent.

Applicable Laws

61. Except as modified pursuant to Paragraphs 59, 60, and 69 or by another express term of the Contract, the Contract is subject to all applicable laws of the State of California, the rules and regulations of the State Board of Education, and Board rules, regulations, and policies. These laws, rules, regulations, and policies referenced herein are a part of the terms and conditions of the Contract as though fully set forth herein.

Construction

62. The Contract will be liberally construed to effectuate the intention of the Parties with respect to the transaction described herein. In determining the meaning of, or resolving any ambiguity with respect to, any word, phrase or provision of the Contract, it is understood and agreed that the Parties have participated equally or have had equal opportunity to participate in the drafting hereof and no such contract term shall be construed or resolved against either party based on any rule of construction.

Delivery of Notices

65. All notices permitted or required under the Contract shall be given to Superintendent at the following address: 2061 Arroyo Vista Way, El Dorado Hills, CA 95762

66. Such notices shall be deemed received when personally delivered or when deposited in the U.S. Mail. However, actual notice shall be deemed adequate notice on the date actual notice occurred, regardless of the method of service.

Headings

67. The headings of sections of the Contract have been inserted for convenience of reference only and shall not affect the interpretation of any of the provisions of the Contract.

Attorney's Fees

68. In the event of any action or proceeding to enforce or construe any of the provisions of the Contract, Superintendent and Board shall each bear the cost of their own attorney's fees and costs regardless of the outcome of the action or proceeding.

Severability

69. If any portion of the Contract is declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect validity or enforceability of the remaining provisions

AB 1344

70. Any salary or paid leave salary provided the Superintendent pending an investigation shall be fully reimbursed if the Superintendent is convicted of a crime involving an abuse of his office or position, as set forth in Government Code sections 53243 and 53243.4.

Any funds for the legal criminal defense of the Superintendent provided by the District shall be fully reimbursed to the District if the Superintendent is convicted of an abuse of his office or position, as set forth in Government Code sections 53243.1 and 53243.4.

Regardless of the term of this Contract, if this Contract is terminated, any cash settlement related to the termination that the Superintendent receives from the District shall be fully reimbursed to the District if the Superintendent is convicted of a crime involving an abuse of his office or position, as set forth in Government Code sections 53243.2 and 53243.4.

Governing Law and Venue

71. The Contract, and the rights and obligations of the Parties, shall be governed by and construed in accordance with the laws of the State of California. The Parties also agree that in the event of litigation, the venue shall be the proper state or federal court serving El Dorado County, State of California.

No Assignment

72. Superintendent may not assign or transfer rights granted or obligations assumed in Contract.

Conflict with Board Policies

73. In the event of a conflict between the terms of the Contract, or any amendments thereto, and the terms of Board-adopted policies, the terms of the Contract shall prevail.

IN WITNESS, we affix our signatures to the Contract as the full and complete understanding of the relationships between the parties.

On Behalf of the GOVERNING BOARD OF THE RESCUE UNION SCHOOL DISTRICT:

Michael Gordon, Board President

Date

I, Jim Shoemake, accept the Board's offer of employment and agree to comply with the Contract fulfilling all duties required herein as Rescue Union School District Superintendent

Superintendent

Date

RESCUE UNION SCHOOL DISTRICT

AGENDA ITEM: **Classified Employees (CSEA) Tentative Agreement for the 2025-26 Bargaining Cycle**

RECOMMENDATION:

The Superintendent recommends the Board of Trustees approve the Tentative Agreement with the **Classified Employees (CSEA)** of the Rescue Union School District.

BACKGROUND:

This public disclosure is required for all negotiations agreements entered into by the district under Government Code Section 3547.5.

STATUS:

The District and **Classified Employees (CSEA)** have agreed that the following changes to the Collaborative Bargaining Agreement will be made:

- Article V: Hours/Work Week
 - Added language clarifies the order for the District to offer extra duty and overtime

FISCAL IMPACT:

There is no fiscal impact with this contract language change.

BOARD GOAL:

III. STAFF SUPPORT

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

CSEA Signature

RUSD Signature

CSEA Rep

Date: September 30, 2026

TENTATIVE AGREEMENT

Between the

RESCUE UNION SCHOOL DISTRICT (DISTRICT)

and the

California School Employees Association

and its Rescue Chapter No. 737 (CSEA)

September 30, 2026

For the 2025-26 re-opener agreement



The Rescue Union School District (District) and California School Employees Association and its Rescue Chapter 737 (CSEA) jointly agree to the following in its entirety:

Article V – Working Hours

5.2.7 The supervisor must have prior approval from the district superintendent or assistant superintendent before offering extra-time or overtime. Unit member must have authorization from supervisor prior to working overtime.

~~The supervisor shall offer extra-time or overtime to unit members on a site seniority basis by job class, and will continue on a rotational basis, in site seniority order.~~ The supervisor shall offer the site job class first. After making a good faith attempt to contact a unit member, supervisor may skip that unit member and proceed to the next most senior unit member if supervisor is unable to reach the unit member. This good faith effort shall be in the form of an email.

For custodian assignments of overtime, the following order of offer shall be followed:

- The Site Lead Custodian assigned to the site where the extra duty or overtime is available shall be offered the opportunity first.
- If the Site Lead Custodian declines or is unavailable, the opportunity shall be offered to the Night Custodian(s) assigned to that site, in order of seniority.

If no unit member at the site accepts the extra-time or overtime offer, the supervisor will offer the extra-time or overtime to unit members throughout the district with greatest seniority to least within the same or similar job classification. After making a good faith attempt to contact a unit member, supervisor may skip that unit member and proceed to the next most senior unit member if supervisor is unable to reach the unit member. This good faith effort shall be in the form of a group email with the assignment based on seniority and all in the job class had equal opportunity to respond. Unit member/supervisor shall complete applicable form regarding overtime work. Unit member shall retain a copy. Supervisor shall submit form to District.

For custodian assignments of extra-time or overtime, the following order of offer shall be followed:

- If the opportunity remains unfilled after being offered to the eligible employees assigned to the site, it shall be offered to District Lead Custodians, with the most senior selected.
- If the opportunity remains unfilled, it shall then be offered to District Night Custodians, with the most senior selected.
- In the event the opportunity remains unfilled, the District shall continue through other qualified classifications in seniority order until the overtime or extra-time assignment is accepted.

This concludes negotiations for the 2025-2026 bargaining cycle.

RESCUE UNION SCHOOL DISTRICT

AGENDA ITEM: Job Descriptions – POSITIVE BEHAVIOR INTERVENTION
AND SUPPORTS (PBIS) FACILITATOR II

RECOMMENDATION:

The Superintendent recommends the Board of Trustees approve the job description and salary schedule for the Positive Behavior Intervention and Support (PBIS) Facilitator, pending CSEA chapter 737 vote after CSEA 610 process.

BACKGROUND:

August 9, 2022, the Positive Behavior Intervention and Support (PBIS) Facilitator was approved and added to the salary schedule. At that time, the position was filled at Green Valley, supported by Title I funding.

With the success of this position, we have expanded the position to Lake Forest and to Rescue Elementary. The funding for those positions is from a Wellness grant funded by the El Dorado County Office of Education.

STATUS:

The long-term goal is to have Children and Youth Behavioral Health Initiative (CYBHI) fund the positions with ongoing funding, however we needed some adjustments made to the job description. The changes include a requirement of an AA degree minimum and the requirement to log services into the CYBHI platform.

The recommendation is to reclassify any employee that meets the job requirements for PBIS Facilitator II, without harming any employee who does not meet the new requirements. All new postings will be for the new PBIS Facilitator II.

Our California School Employees Association (CSEA) chapter 737 leadership is aware they are on tonight's agenda and they have signed the Memorandum of Understanding (MOU) for each position. They hope to ratify the MOU before the end of the month.

FISCAL IMPACT:

The current board approved budget included the added positions all funded by the Wellness grant. We anticipate the CYBHI funding to support the ongoing cost of the added positions.

BOARD GOAL:

III. STAFF SUPPORT

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

V. FISCAL ACCOUNTABILITY

Keep the district fiscally solvent and stable through prudent LCAP aligned budget processes in order to meet the needs of all of our students, staff and schools.



MEMORANDUM OF UNDERSTANDING

Between the

RESCUE UNION SCHOOL DISTRICT (DISTRICT)

and the

California School Employees Association

and its Rescue Chapter No. 737 (CSEA)



September 30, 2026

The California School Employees Association and Its Rescue Chapter #737 and the Rescue Union School District (together "the Parties") hereby enter into this Memorandum of Understanding as follows:

The Parties mutually agree to the establishment of the attached new Job Classification, Positive Behavior Intervention and Supports (PBIS) Facilitator II. The new classification will be placed on the current salary schedule (see attached), working 10 months per year, (193 days, including holidays) 6 hours per day. Staff currently employed as Positive Behavior Intervention and Supports (PBIS) Facilitator who meet the eligibility of the new Job Classification will be reclassified as Positive Behavior Intervention and Supports (PBIS) Facilitator II with an effective date of July 1, 2026. Any and all classified employees impacted by the reclassification from Positive Behavior Intervention and Supports (PBIS) Facilitator to Positive Behavior Intervention and Supports (PBIS) Facilitator II will carry over their seniority date in the newly titled classification.

The Parties additionally agree to the retirement of the current Job Classification Positive Behavior Intervention and Supports (PBIS) Facilitator once the job classification is vacant. All future job posting will be for Positive Behavior Intervention and Supports (PBIS) Facilitator II.

This MOUs is subject to ratification by CSEA and the District.

Tim Upton
Rescue #737 President

Veronica Sanchez
CSEA Labor Relations Representative

Lisa Donaldson, Asst Superintendent
Rescue Union School District

9.30.26

Date:

9/30/26

Date:

9/30/26

Date:

RESCUE UNION SCHOOL DISTRICT

JOB TITLE: Positive Behavior Intervention and Supports (PBIS) Facilitator II

CLASSIFICATION: Classified

SUPERVISOR: Principal

This position description is not intended to be an exhaustive list of all duties, knowledge, or abilities associated with this position, but is intended to accurately reflect the primary job elements.

ESSENTIAL DUTIES:

- Work with district and school personnel (Assistant Superintendent of Curriculum and Instruction, Director of Special Education and Student Supports, Coordinator of Multi-Tiered System of Support, counselor, resource teacher, principal, school psychologist, classroom teacher, etc) to implement behavioral supports and programs for students
- Assists in the monitoring and development of intervention plans
- Implements behavioral management strategies for students
- Implement de-escalation and crisis intervention techniques according to established protocol, when needed
- Prepare, maintain, and monitor various logs/records/reports related to daily activities, events and/or incidents
- Supervise students during corrective actions
- Support students in learning, creating and maintaining social skills
- Tactfully and objectively manage potential student misconduct with fairness and consistency
- Responsible for responding to emergency situations, and addressing immediate safety concerns
- Supervises students in non-classroom areas including halls, play areas, bus stops
- Provide positive alternative activities for students during recess
- *Log eligible daily services into billing/data management system for CYBHI invoicing*
- *Work with the site team and district-level MTSS personnel to support tiered interventions for students with intensive behavioral needs*
- Perform related work as required

EDUCATION AND EXPERIENCE:

- High school diploma or equivalent and AA degree
- Previous experience working with school-age children desired
- Training and/or experience in conflict resolution and behavior management
- Coursework in child development, child psychology, and/or education desirable
- One year of experience working with youth in an organized setting preferred

KNOWLEDGE OF:

- PBIS and Trauma Informed practices
- Restorative practices

ABILITY TO:

- Demonstrate an understanding, patient, warm, receptive attitude towards children

- Interact positively with staff, students, parents and visitors
- Ability to analyze and resolve problems with tact and diplomacy
- Ability to deal tactfully and effectively with students and adults
- Be flexible and willing to assist in a variety of duties throughout the workplace
- Understand and follow oral and written directions
- Work independently and make minor decisions within the framework of established guidelines
- Monitor, discipline, and provide corrective action support to students according to approved policies and procedures
- Ability to remain calm, and think clearly in stressful situations.
- Ability to assess and diffuse tense situations
- Maintain confidentiality of student interactions and records
- Monitors students work and play
- Establish and maintain positive and effective working relationships

ENVIRONMENT/WORKING CONDITIONS:

- Indoor and outdoor school environment; significant distractions; exposure to seasonal hot and cold weather
- Continuous contact with students and staff
- Contact with dissatisfied individuals
- Possible confrontations with students and their guardian(s)

PHYSICAL ABILITIES/DEMANDS:

- Position requires the mobility to stand, stoop, reach and bend
- With or without the use of aids:
- Mobility and stamina to walk for a major portion of the work shift
- Sufficient vision to read printed material
- Sufficient hearing to hear in-person and telephone conversation
- ability to speak in an understandable voice with sufficient volume to be heard in normal conversation
- Manual dexterity to write and operate business machines
- Sufficient physical ability to restrain students of varying weights as necessary using proper protocols

LICENSES AND REQUIREMENTS:

- Tuberculosis (TB) test clearance *or Risk Assessment Clearance*
- Department of Justice clearance

Board Approved: PENDING



Rescue Union School District Classified Salary Schedule 2025-2026

This schedule is based on hourly rates. A 1.0 FTE is 8 hours a day with duty days (including paid holidays) next to each position.

Established Classification (With Duty Days inc. Holidays):	Step:		1	2	3	4	5	6-10	11-15	16-20	21-25	26
Yard Supervisor (193)			\$18.65	\$19.58	\$20.56	\$21.59	\$22.67	\$23.80	\$24.99	\$26.24		
Lead Garden Coordinator (193)			\$18.65	\$19.58	\$20.56	\$21.59	\$22.67	\$23.80	\$24.99	\$26.24		
Food Service Worker (193)			\$19.34	\$20.31	\$21.33	\$22.40	\$23.52	\$24.70	\$25.94	\$27.24		
Health Office Aide (198)			\$19.68	\$20.66	\$21.69	\$22.77	\$23.91	\$25.11	\$26.37	\$27.69		
Instructional Assistant Special Day Class (193)			\$20.48	\$21.50	\$22.58	\$23.71	\$24.90	\$26.15	\$27.46	\$28.83		
Instructional Assistant General Ed (193)			\$20.48	\$21.50	\$22.58	\$23.71	\$24.90	\$26.15	\$27.46	\$28.83		
Instructional Assistant Learning Center/RSP (193)			\$20.48	\$21.50	\$22.58	\$23.71	\$24.90	\$26.15	\$27.46	\$28.83		
Itinerant Independence Facilitator (193)			\$20.95	\$22.00	\$23.10	\$24.26	\$25.47	\$26.74	\$28.08	\$29.48		
Behavior Support Instructional Assistant (193)			\$20.95	\$22.00	\$23.10	\$24.26	\$25.47	\$26.74	\$28.08	\$29.48		
PBIS Intervention Facilitator (193)			\$21.51	\$22.59	\$23.72	\$24.91	\$26.16	\$27.47	\$28.84	\$30.28		
Instructional Assistant Special Health Care Services (193)			\$21.51	\$22.59	\$23.72	\$24.91	\$26.16	\$27.47	\$28.84	\$30.28		
Office Clerk (260)			\$23.17	\$24.33	\$25.55	\$26.83	\$28.17	\$29.58	\$31.06	\$32.61		
Food Service Worker II - Cook (198)			\$23.56	\$24.74	\$25.98	\$27.28	\$28.64	\$30.07	\$31.57	\$33.15		
Custodian (260)			\$23.56	\$24.74	\$25.98	\$27.28	\$28.64	\$30.07	\$31.57	\$33.15		
Van Driver (192) (Additionally Work 3 8-Hour Days)			\$23.85	\$25.04	\$26.29	\$27.60	\$28.98	\$30.43	\$31.95	\$33.55		
PBIS Facilitator II (193)			\$23.85	\$25.04	\$26.29	\$27.60	\$28.98	\$30.43	\$31.95	\$33.55		
Community/School Liaison (193)			\$23.85	\$25.04	\$26.29	\$27.60	\$28.98	\$30.43	\$31.95	\$33.55		
Instructional Assistant Bilingual (193)			\$23.85	\$25.04	\$26.29	\$27.60	\$28.98	\$30.43	\$31.95	\$33.55		
Library/Media Coordinator (215)			\$23.85	\$25.04	\$26.29	\$27.60	\$28.98	\$30.43	\$31.95	\$33.55		
Media Technology Services Clerk (193)			\$23.85	\$25.04	\$26.29	\$27.60	\$28.98	\$30.43	\$31.95	\$33.55		
Student Services Secretary (215)			\$23.85	\$25.04	\$26.29	\$27.60	\$28.98	\$30.43	\$31.95	\$33.55		
Roving Custodian (260)			\$23.85	\$25.04	\$26.29	\$27.60	\$28.98	\$30.43	\$31.95	\$33.55		
Utility/Maintenance Technician (260)			\$24.38	\$25.60	\$26.88	\$28.22	\$29.63	\$31.11	\$32.67	\$34.30		
Bus Driver (192) (Additionally Work 3 8-Hour Days)			\$24.68	\$25.91	\$27.21	\$28.57	\$30.00	\$31.50	\$33.08	\$34.73		
Dispatcher/Relief Bus Driver (240)			\$25.64	\$26.92	\$28.27	\$29.68	\$31.16	\$32.72	\$34.36	\$36.08		
Lead Custodian (260)			\$25.64	\$26.92	\$28.27	\$29.68	\$31.16	\$32.72	\$34.36	\$36.08		
Elementary School Secretary (220)			\$25.64	\$26.92	\$28.27	\$29.68	\$31.16	\$32.72	\$34.36	\$36.08		
Middle School Secretary (225)			\$25.64	\$26.92	\$28.27	\$29.68	\$31.16	\$32.72	\$34.36	\$36.08		
School Secretary (Pre 2020-21) (240) - CLOSED			\$25.64	\$26.92	\$28.27	\$29.68	\$31.16	\$32.72	\$34.36	\$36.08		
Support Services Secretary (240)			\$25.64	\$26.92	\$28.27	\$29.68	\$31.16	\$32.72	\$34.36	\$36.08		
Support Services Secretary - (Nutrition Services 215)			\$25.64	\$26.92	\$28.27	\$29.68	\$31.16	\$32.72	\$34.36	\$36.08		
Custodian Trainer (260)			\$26.29	\$27.60	\$28.98	\$30.43	\$31.95	\$33.55	\$35.23	\$36.99		
Bus Driver Trainer (240)			\$27.13	\$28.49	\$29.91	\$31.41	\$32.98	\$34.63	\$36.36	\$38.18		
Account Technician (260)			\$27.69	\$29.07	\$30.52	\$32.05	\$33.65	\$35.33	\$37.10	\$38.96		
Certified Occupational Therapist Aide (193)			\$29.74	\$31.23	\$32.79	\$34.43	\$36.15	\$37.96	\$39.86	\$41.85		
Registered Behavior Technician (193)			\$29.74	\$31.23	\$32.79	\$34.43	\$36.15	\$37.96	\$39.86	\$41.85		
Health Office Nurse (RN/LVN) (198)			\$29.74	\$31.23	\$32.79	\$34.43	\$36.15	\$37.96	\$39.86	\$41.85		
Lead Maintenance Technician (260)			\$29.74	\$31.23	\$32.79	\$34.43	\$36.15	\$37.96	\$39.86	\$41.85		
Nurse (RN/LVN) Instructional Assistant (198)			\$31.45	\$33.02	\$34.67	\$36.40	\$38.22	\$40.13	\$42.14	\$44.25		
Mechanic (240)			\$34.22	\$35.93	\$37.73	\$39.62	\$41.60	\$43.68	\$45.86	\$48.15		
Technology Support Specialist (260)			\$34.77	\$36.51	\$38.34	\$40.26	\$42.27	\$44.38	\$46.60	\$48.93		
Lead Maintenance Technician- HVAC Emphasis (260)			\$36.16	\$37.97	\$39.87	\$41.86	\$43.95	\$46.15	\$48.46	\$50.88		
Technology Support Specialist II (260)			\$36.16	\$37.97	\$39.87	\$41.86	\$43.95	\$46.15	\$48.46	\$50.88		



Rescue Union School District Classified Salary Schedule 2025-2026

Unused
Positions

This schedule is based on hourly rates. A 1.0 FTE is 8 hours a day with duty days (including paid holidays) next to each position.

Established Classification (With Duty Days):	Step:										
	1	2	3	4	5	6-10	11-15	16-20	21-25	26+	
Braille Translator (193)			\$23.85	\$25.04	\$26.29	\$27.60	\$28.98	\$30.43	\$31.95	\$33.55	
Instructional Assistant Computer Lab (193)			\$23.85	\$25.04	\$26.29	\$27.60	\$28.98	\$30.43	\$31.95	\$33.55	
Sign Language Interpreter (193)			\$23.85	\$25.04	\$26.29	\$27.60	\$28.98	\$30.43	\$31.95	\$33.55	
Warehouse Person (240)			\$24.38	\$25.60	\$26.88	\$28.22	\$29.63	\$31.11	\$32.67	\$34.30	
Assistant Mechanic (240)			\$26.29	\$27.60	\$28.98	\$30.43	\$31.95	\$33.55	\$35.23	\$36.99	
Accounts Payable Clerk (260)			\$27.69	\$29.07	\$30.52	\$32.05	\$33.65	\$35.33	\$37.10	\$38.96	
Accountant (260)			\$34.22	\$35.93	\$37.73	\$39.62	\$41.60	\$43.68	\$45.86	\$48.15	
Database Support Specialist (260)			\$37.93	\$39.83	\$41.82	\$43.91	\$46.11	\$48.42	\$50.84	\$53.38	

Fiscal Year 2026-2027:

Board Approval Date: Effective Date Description
PENDING 7/1/2026 Add PBIS Facilitator II

Fiscal Year 2025-2026:

Board Approval Date: Effective Date Description
2025.10.07 7/1/2025 increase salary schedule 1 .9%, remove steps 1 and 2 for all positions

Fiscal Year 2024-2025:

Board Approval Date: Effective Date Description
2024.12.19 1/1/2025 add new job descriptions/salary ranges for Van Driver, Custodian Trainer, Roving Custodian
2025.05.14 5/15/2025 move mechanic from unused positions to main list / move Asst Mechanic to Unused
2025.10.07 7/1/2024 0%(zero) increase to salary

Fiscal Year 2023-2024:

Board Approval Date: Effective Date Description
2023.12.12 7/1/2023 add 7% to salary schedule

Fiscal Year 2022-2023:

Board Approval Date: Effective Date Description
2022.12.13 7/1/2023 2022-12-13 - add Registered Behavior Technician / Increase Health Office Nurse to 198 days
2022.11.15 7/1/2022 additional 4.61% added to 1% increase 2021-22 salary schedule for a total 5.61% and increase benefit cap to tiers.
2022.08.09 7/1/2022 add technology support specialist ii, garden coordinator, and pbis intervention facilitator

RESCUE UNION SCHOOL DISTRICT

AGENDA ITEM: Openers for 2026-2027 California School Employee Association (CSEA) Chapter 737 Negotiations

RECOMMENDATION:

The Superintendent recommends the Board of Trustees open the public hearing, receive comments from the public regarding CSEA Negotiations, and close the hearing.

BACKGROUND:

At the September 15, 2026 Regular Board meeting, the Board of Trustees set the date of the October 13, 2026 meeting as the date upon which to conduct the required public comment on negotiations reopeners with the CSEA bargaining unit. The following topics will be discussed during upcoming bargaining sessions.

STATUS:

The CSEA bargaining unit has presented the District with the following topics to be discussed in the negotiations process for 2026-27. Articles and Sections may include, but not limited to:

- Article II: Employee/Organizational/District Rights
- Article XV: Health Benefits
- Article XVI: Salary
- Article XVIII: Duration of the Contract

While the entire CSEA Contract is open for negotiations, the Rescue Union School District intends to negotiate the following Articles of the CSEA contract for 2026-2027. Articles of focus include, but are not limited to:

- Article V: Working Hours
- Article VI: Vacation
- Article XI: Evaluations
- Article XV: Health Benefits
- Article XVI: Salary
- Article XVIII: Duration of the Contract

FISCAL IMPACT:

Unknown at this time.

BOARD GOAL:

I. CONTINUOUS IMPROVEMENT

Create and promote practices and environments that foster a culture of continuous improvement by systematically analyzing data, engaging in reflective dialogue, and implementing evidence-based strategies to enhance student learning outcomes, staff professional growth, and overall district performance. **Reflected in LCAP GOAL(S) 1-2-3**

III. STAFF SUPPORT

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

V. FISCAL ACCOUNTABILITY

Keep the district fiscally solvent and stable through prudent LCAP aligned budget processes in order to meet the needs of all of our students, staff and schools. **Reflected in LCAP GOAL(S) 1-2-3**

RESCUE UNION SCHOOL DISTRICT
2390 BASS LAKE ROAD
RESCUE, CA 95672

NOTICE

OF

PUBLIC HEARING

NOTICE IS HEREBY GIVEN that the Board of Trustees of the Rescue Union School District will hold a public hearing at the District Office Board Room, located at 2390 Bass Lake Road, Rescue, CA, on Tuesday, October 13, 2026 at 6:30 p.m. This hearing will be held to receive comments from members of the public regarding California School Employees Association (CSEA) negotiation openers proposed for the 2026-2027 school year.

Please contact Dustin Haley, Assistant Superintendent of Curriculum and Instruction at dhaley@rescueusd.org if you need more information, which will also be available online under the RUSD Regular Board Packets tab.

Please Note: Information to access the meeting will be listed on the Board Meeting Agenda. If you wish to address the Board regarding this item, you may do so during the hearing, or you may email your comment by 12:00 p.m. on June 9th to cmason@rescueusd.org.

Questions may also be sent to the above email address or members of the public may call the District Office at (530) 677-4461.

Posted 10/1/26

RESCUE UNION SCHOOL DISTRICT

AGENDA ITEM: Technology Department Update

RECOMMENDATION:

The Superintendent recommends the Board receive a presentation on the RUSD Technology Department. This presentation is for information and discussion only.

BACKGROUND:

Our technology department consists of staff and services that support our district, staff and students.

STATUS:

RUSD Information Technology (I.T.) Department Director Rene Buenrostro will provide the Board with a department update.

FISCAL IMPACT:

This is a report reviewing the current and planned technology projects.

BOARD GOAL(S):

I. CONTINUOUS IMPROVEMENT

Create and promote practices and environments that foster a culture of continuous improvement by systematically analyzing data, engaging in reflective dialogue, and implementing evidence-based strategies to enhance student learning outcomes, staff professional growth, and overall district performance. **Reflected in LCAP GOAL(S) 1-2-3**

II. STUDENT SUPPORT

A. Student Safety and Well Being: Enhance and encourage social, emotional, ethical and civic learning by providing a safe, supportive and diverse environment. **Reflected in LCAP GOAL 2**

B. Curriculum and Instruction: Provide a meaningful, innovative learning experience using content standards, research-based instructional methodology, effective instructional materials, staff development and technology that will ensure student success while in our District and beyond. **Reflected in LCAP GOAL 1**

C. Environment: Foster an engaging learning environment that motivates students to take ownership of their learning and personal academic growth. **Reflected in LCAP GOAL 2**

III. STAFF SUPPORT

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

IV. COMMITMENT TO COMMUNITY

A. Communication: Establish and maintain consistent and effective communication that is transparent and timely to foster meaningful engagement, share valuable information, and enhance the knowledge and involvement of our District community. **Reflected in LCAP GOAL 3**

B. Connectedness: Foster a strong sense of community connectedness by building partnerships with local organizations, creating opportunities for family involvement, and encouraging community participation in school events to support student success and well-being.

Reflected in LCAP GOAL 3

V. FISCAL ACCOUNTABILITY

Keep the district fiscally solvent and stable through prudent LCAP aligned budget processes in order to meet the needs of all of our students, staff and schools. **Reflected in LCAP GOAL(S) 1-2-3**

VI. FACILITIES MANAGEMENT

Build, maintain, and improve facilities to provide safe school and work settings that also meet current and future educational needs. **Reflected in LCAP GOAL 3**



Date: October 13, 2026

Rescue Technology Department Update

Rescue Union School District Board of Education

Topics to be Covered

- Team Introduction
- Department Stats
- Department Update
- Future Projects and Goals
- Questions?



Rescue USD Technology Team

Rene Buenrostro and Rhonda Picard

Joel Vilanova

Vincent Vallejos



Dan Haver

Everett Becerra

“With great power comes great responsibility.”

Spider-Man, written by **Stan Lee**



Our Mission

"We exist to empower students, support staff, and protect our community through reliable, secure, and compassionate technology services."

Compassion

Every ticket represents a person who needs help. We respond with patience and care.

Excellence

We hold ourselves to a high standard in every project, big or small.

Empathy

We see technology through the eyes of the students and staff we serve.

Integrity

We protect the trust placed in us by safeguarding data and privacy.



Department Achievements

Systems Foundation

Network Infrastructure

Cybersecurity & Leadership

Everett Becerra
A+ Certification
Pursuing Network+

Joel Vilanova
Network+ Certification
Pursuing Security+

Rene Buenrostro
ISC2 CC Certification
MS-ISAC LMP Completion
CITE Gold Country Board Member
CITE Presenter 25/26



Department Achievements



Trade Show Floor



CITE Dining Hall



Keynote: Kal Penn



Evening Event



Session Work



Cybersecurity Presenters



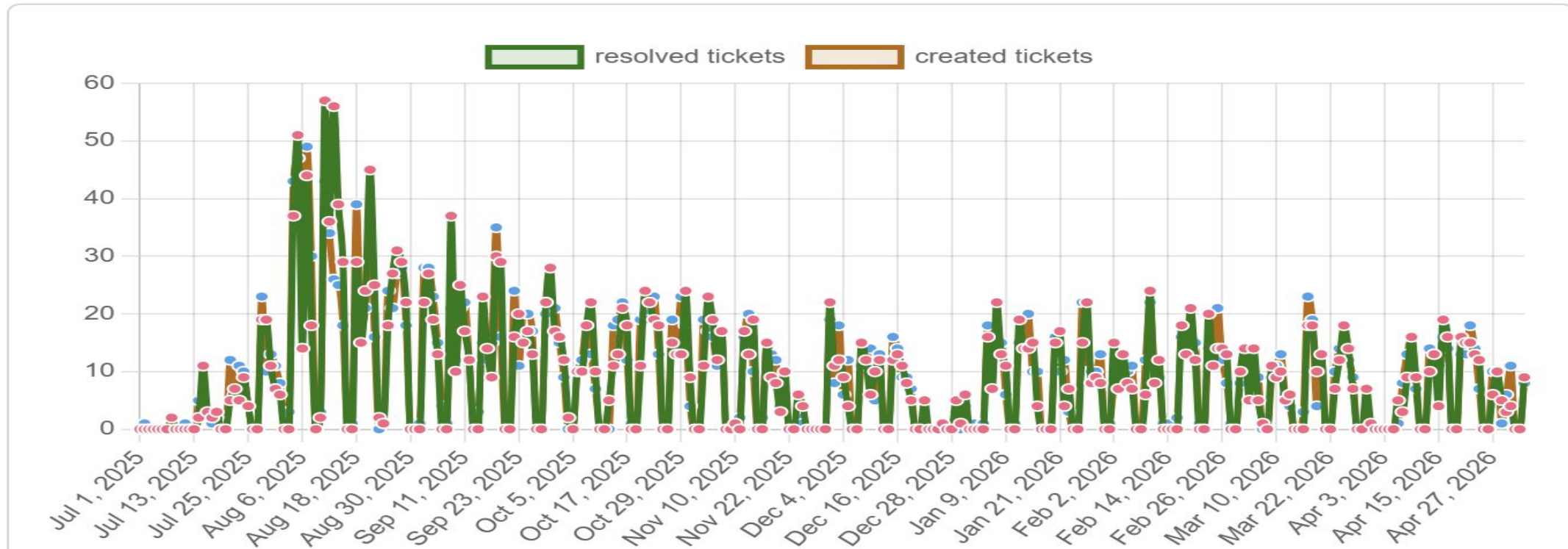
Technology Department Stats

July 1, 2024 - May 4, 2025

- 2742 Tickets Resolved
- 2765 Tickets Created
- Response within 1.3 Days
- Average solve time 4 Days
- 4 Technicians

July 1, 2025 - May 4, 2026

- 2807 Tickets Resolved
- 2785 Tickets Created
- Response within 1 day
- Average solve time 4 days 10 hours
- 4 Technicians



Technology Department Stats

- Service 3500+ students and their families
- 7 School Sites and Various Departments and Programs
 - Transportation
 - Food Service
 - District Office
 - Student Services (Special Ed)
 - County Programs
- 2200+ Average Active Student Devices
- 215+ Average Active Staff Devices



Department Updates

Trending i

[View All](#)

Apps

Videos

Searches



IXL



Google Sites



Google Classroom



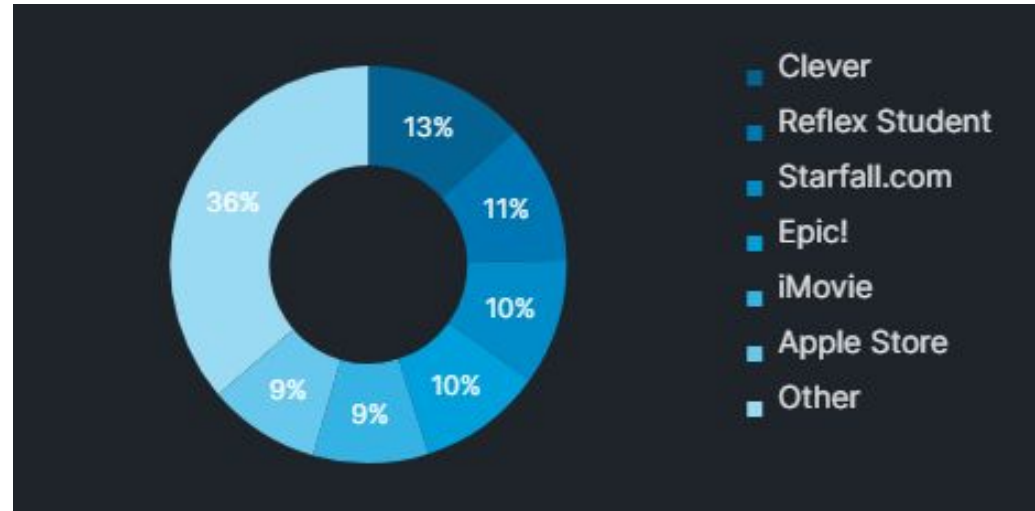
Epic!



Big Ideas Math



Pendo



Department Updates

Completed Projects for 2025-2026

- Switch Migration from HP to Ruckus
- Server Migration to the County
- Wireless Deployment
- Google Gemini AI
- SmartCare - Children and Youth Behavioral Health Initiative
- Chat GPT for Teachers
- 30 Teacher Computer Upgrades
- District Office Computer Upgrades
- Business Continuity Plan
- Phishing Simulations and Training
- Student Take Home Devices
 - Hotspots, Chromebooks, iPads



Internet Safety Curriculum

WHAT STUDENTS LEARN

Core Curriculum Topics

Six key areas aligned to Common Sense Education's Digital Literacy & Well-Being framework — TK through 8th grade.



Digital Footprint & Identity

Students learn how their online actions create a lasting digital footprint and how to shape a positive, responsible digital identity.



Privacy & Safety

Understanding personal information, privacy settings, and how to stay safe while browsing, communicating, and sharing online.



Relationships & Communication

Developing healthy online relationships, respectful digital communication, and understanding the real-world impact of words online.



Cyberbullying & Online Harms

Recognizing, preventing, and responding to cyberbullying, and understanding the real-world consequences of harmful online behavior.



Information & Media Literacy

Critical thinking skills for evaluating online sources, spotting misinformation, and becoming a thoughtful consumer of digital media.



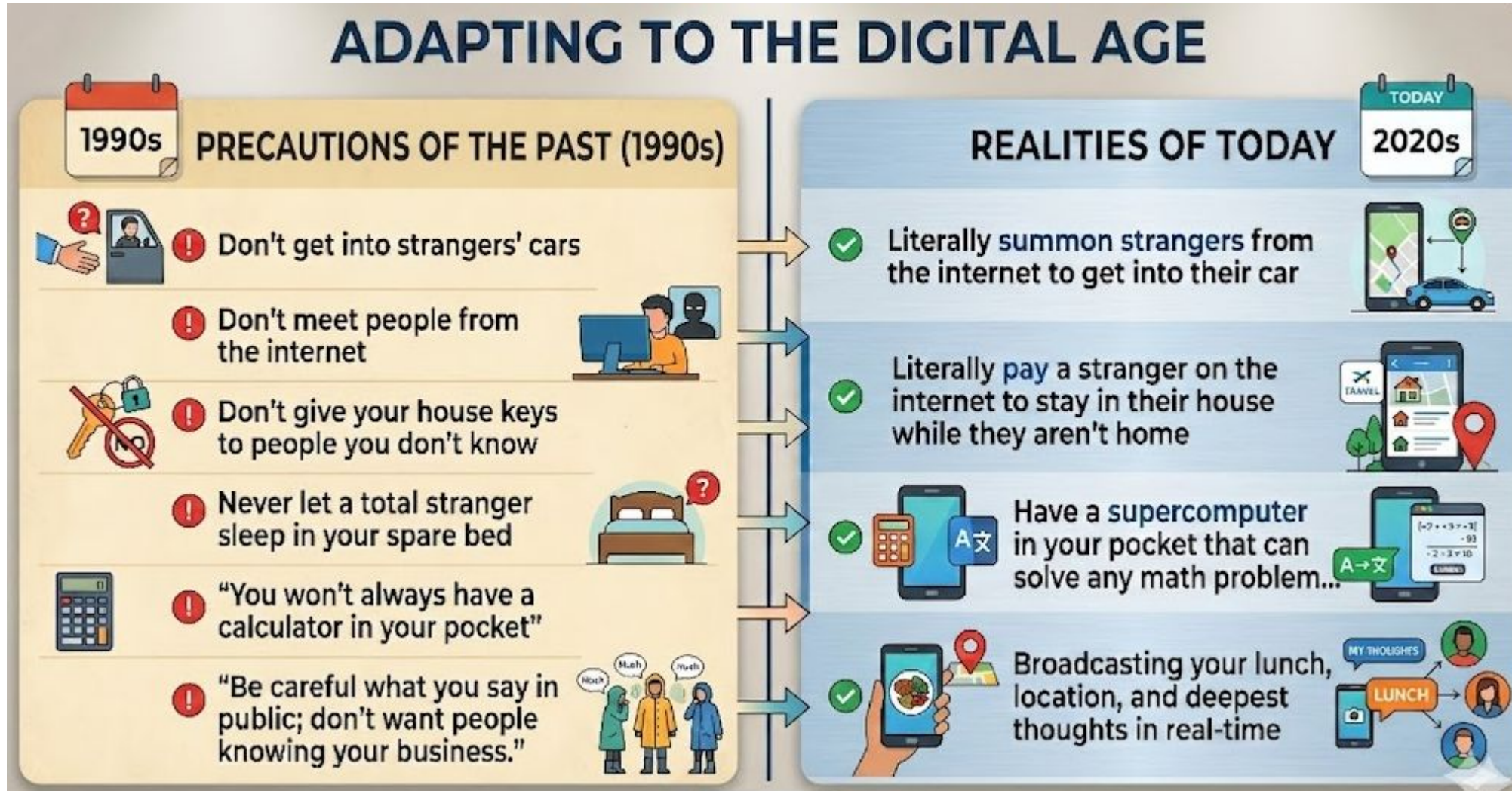
Healthy Habits

Building balanced, intentional technology use — managing screen time, recognizing digital stress, and maintaining overall well-being.



Technology In Review

ADAPTING TO THE DIGITAL AGE



Technology In Review - What Students Say

Do you feel technology helps you stay engaged and motivated? Why or why not?

Main Idea:

Student opinions on technology in learning are divided. It can increase engagement and motivation through interactive features, goals, and practice, but it can also cause frustration, distraction, and fatigue depending on the design and usage.

Takeaway:

Technology is most effective when it is purposeful, balanced, and thoughtfully implemented. Engaging tools support learning, while poorly designed or overused tools can have the opposite effect.



Technology In Review - What Students Say

Can you share a time when technology helped you understand something better?

Main Idea:

Many students describe technology as helpful for understanding difficult concepts, especially in math, because it provides explanations, step-by-step guidance, videos, and extra practice (like IXL, ST Math, or calculators). However, some students say it doesn't help them as much or can feel overwhelming compared to learning from a teacher or off-screen.

Takeaway:

Technology can improve understanding by offering immediate support and personalized practice, but it is most effective when used alongside teacher instruction and other learning methods, since not all students benefit from it in the same way.



Technology In Review - What Staff Say

What's Working:

- Immediate feedback and personalized learning tools
- Organization and communication platforms (Google Classroom, Jupiter)
- Increased teaching flexibility (iPads, digital tools)
- Efficiency in grading, planning, and content creation
- Ability to differentiate instruction for different learners

What's Not Working / Needs Improvement:

- Overuse of screens and student distraction
- Limited training, especially for new tools like AI
- Inconsistent student tech skills despite access
- Need for better device care/maintenance systems
- Lack of dedicated tech support (like a TOSA)
- Finding the right balance between tech and non-tech learning



Future Projects & Goals

- Bandwidth Increase at Marina Village and Pleasant Grove Middle Schools
- Copper and Fiber Infrastructure Upgrade
- Wireless Cloud Controller
 - Wireless Audit
- The Role of AI in Education
- Faster Student Devices

Possible funding sources

- Current Funding
- E-Rate Program





RESCUE UNION SCHOOL DISTRICT

AGENDA ITEM: Transportation Department Update

RECOMMENDATION:

The Superintendent recommends the Board receive a presentation on the RUSD Transportation Department.

BACKGROUND:

Our Transportation Department consists of many staff and services that support our district, staff and students.

STATUS:

Transportation Director Laura Webster will provide the Board with a department update.

FISCAL IMPACT:

This report reflects current staffing levels that are included in the most recent board approved budget.

BOARD GOAL(S):

I. CONTINUOUS IMPROVEMENT

Create and promote practices and environments that foster a culture of continuous improvement by systematically analyzing data, engaging in reflective dialogue, and implementing evidence-based strategies to enhance student learning outcomes, staff professional growth, and overall district performance. **Reflected in LCAP GOAL(S) 1-2-3**

II. STUDENT SUPPORT

A. Student Safety and Well Being: Enhance and encourage social, emotional, ethical and civic learning by providing a safe, supportive and diverse environment. **Reflected in LCAP GOAL 2**

B. Curriculum and Instruction: Provide a meaningful, innovative learning experience using content standards, research-based instructional methodology, effective instructional materials, staff development and technology that will ensure student success while in our District and beyond. **Reflected in LCAP GOAL 1**

C. Environment: Foster an engaging learning environment that motivates students to take ownership of their learning and personal academic growth. **Reflected in LCAP GOAL 2**

III. STAFF SUPPORT

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

IV. COMMITMENT TO COMMUNITY

A. Communication: Establish and maintain consistent and effective communication that is transparent and timely to foster meaningful engagement, share valuable information, and enhance the knowledge and involvement of our District community. **Reflected in LCAP GOAL 3**

B. Connectedness: Foster a strong sense of community connectedness by building partnerships with local organizations, creating opportunities for family involvement, and encouraging community participation in school events to support student success and well-being. **Reflected in LCAP GOAL 3**

V. FISCAL ACCOUNTABILITY

Keep the district fiscally solvent and stable through prudent LCAP aligned budget processes in order to meet the needs of all of our students, staff and schools. **Reflected in LCAP GOAL(S) 1-2-3**

VI. FACILITIES MANAGEMENT

Build, maintain, and improve facilities to provide safe school and work settings that also meet current and future educational needs. **Reflected in LCAP GOAL 3**



OCTOBER 2026

Driven by Excellence

Rescue Union School District Transportation Department Annual
Report and Strategic Outlook

 **Safety First**

 **On-Time Service**

 **Ready to Learn**

Core Mission & Foundation



Our fundamental priority is SAFETY — ensuring every student arrives safe, ready to learn, and on time every single day.

2025–2026 Key Metrics

202,659
ACCIDENT-FREE MILES DRIVEN

Annual Operational Highlights

Daily Student Ridership: Serving an average of 400 morning riders and 420 afternoon riders across 7 bus routes and 3 van routes

Bus Passes Issued: Sold a total of 1,099 bus passes to district families during the school year

Extracurricular Support: Safely coordinated and completed 115 educational field trips

High Safety Standards

-  **Regulatory Compliance:** We oversee and maintain multi-state reporting across all operational areas, including stormwater management, vapor recovery testing, hazardous materials handling, CARB compliance, Fuel reporting and EV grant documentation.
-  **Flawless CHP Inspection:** Passed our official California Highway Patrol terminal inspection this year with high praise for outstanding department record keeping. Both for Bus Maintenance and record keeping as well as all the driver records.
-  **Continuous Driver Compliance:** All drivers maintain CDL certifications, undergo random drug testing, and complete continuous mandatory safety training.
-  **5-Year CHP Renewal:** Every 5 years, drivers must pass comprehensive written and behind-the-wheel driving examinations with the CHP.
-  **100% Cross-Trained Staff:** Roster includes 10 drivers, 1 sub, 2 mechanics, 1 dispatcher, 1 instructor, and Director—all **fully CDL licensed** to drive routes when needed.

Mass Casualty Training

DTAC Multi-Agency Event (Aug 3)

Hosted at the El Dorado Fire Dept. Training Center, our Driver Trainer Advisory Council organized three intensive hands-on emergency training stations:

- 1. Bus Rollover Response:** Simulated sideways bus emergency evacuation led by CHP & Fire Dept.
- 2. Stop the Bleed:** Tactical trauma hemorrhage control taught by Marshall Hospital nurses.
- 3. Active Violence Response:** De-escalation and active threat response taught by El Dorado County Sheriff's Office.

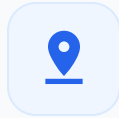


★ Major Department Successes



Punctual Routing

Achieved a consistently high on-time arrival percentage across all 7 bus routes and 3 van routes, keeping learning on schedule.



GPS & Tech Rollout

Successfully implemented modern routing software and live parent GPS tracking for enhanced transparency and student safety.



Amazing Team

Fostered an extraordinary, dedicated team culture spanning drivers, mechanics, dispatch, and administrative leadership.

Meet The Team:



🔧 Our Dedicated Shop Mechanics



Our dedicated mechanics (Luke & Matt), have displayed extraordinary creativity and resourcefulness in maintaining our aging fleet and complex EV units.

Thanks to their efforts, Rescue Union SD is **one of the very few school districts** that still successfully has Lion electric buses running safely on active routes.

They also perform fleet compliance and servicing which include: Performing required 45 day safety inspections, Bi-annual opacity testing, and ensuring CHP Title 13 Certification (292) is renewed every 13 month across all buses.



Executing routine 90-day inspections for our white fleet while carrying out comprehensive annual preventative maintenance and service for all vehicles and operational equipment.

Fleet Overview & Scope

District Transportation Assets

- ✓ **18 Type-1 Buses:** Core fleet, including 8 electric buses and 10 diesel units.
- ✓ **Specialized Transit:** 1 electric wheelchair bus and 3 special needs vans.
- ✓ **Expanded Maintenance:** Our shop maintains and repairs all District "White Fleet" vehicles for IT, Food Services, and Facilities.
- ✓ **Maximizing Efficiency:** Comprehensive servicing ensures maximum vehicle uptime across all departments.



⚠ Current Fleet Challenges

⌘ Aging Diesel Vehicles

Fleet Distribution: 6 buses are over 25 years old; 6 are 7–12 years old; 4 are 2 years old.

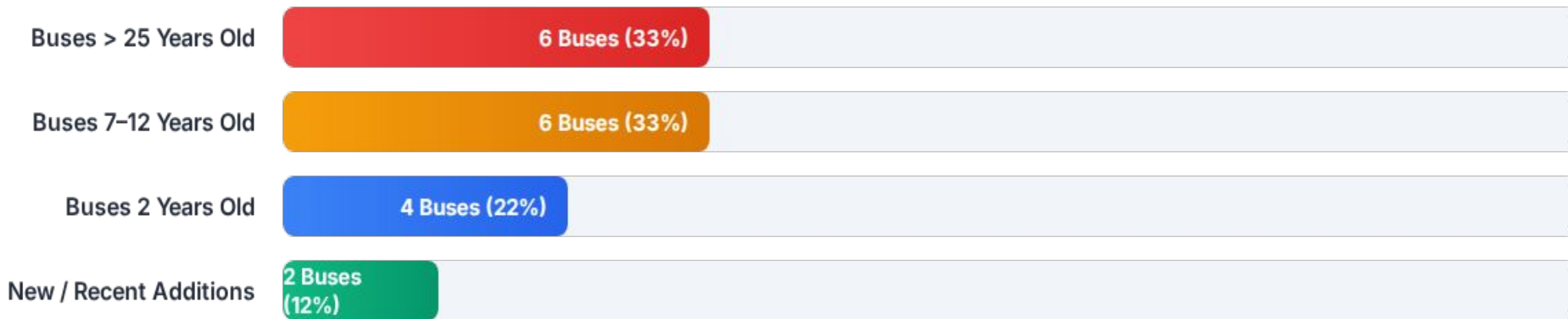
Sourcing Difficulties: Obtaining replacement parts for older diesel buses is increasingly difficult, occasionally requiring parts cannibalization from inactive units.

⚡ EV Operational Hurdles

Manufacturer Insolvency: Lion went out of business (we operate 5 Lion buses). Parts are hard to source and we are having to go outside the U.S. to find EV parts which are double that of diesel parts.

Route Constraints: Electric buses cannot be utilized for long-distance field trips due to range limits.

Fleet Age Profile



Key Insight: 33% of our bus fleet exceeds 25 years of service. A structured replacement program is necessary to ensure long-term efficiency and passenger safety.

© Strategic Future Goals

Infrastructure

Budget for updating and repairing underground wiring and power supply from early EV charger installations.

Long-Term Safety

Maintain industry-leading CHP compliance, continuous driver training, and excellence across all routes.

Fleet Replacement

Begin replacing 25+ year-old buses. Added state-of-the-art Electric wheelchair bus & received (via Grant) the last diesel bus available in CA.

Fast Chargers

Upgrade to high-speed fast chargers to shorten turnarounds and improve EV fleet turnaround times.

Questions & Discussion

Thank you Board Members, Administration, and Staff for your continued support of Safety & Student Excellence.

 Rescue Union School District Transportation Department