



Orland Unified School District
903 South Street
Orland, CA. 95963

Minutes of the Regular Session Governing Board Meeting
Thursday, November 20, 2025

OPEN SESSION:

1. CALL TO ORDER, ROLL CALL:

- 1.1** President Ovard called the meeting to order at 4:30 pm
- 1.2** Roll Call - Present: Brummet, Coughlin, DeLeon, Ovard, Monck Trustee DeLeon joined the meeting at 4:41 pm.
- 1.3** Identify Closed Session Topics of Discussion
- 1.4** Public Comment Regarding CLOSED SESSION Agenda Items.
- 1.5** Adjourn to Closed Session - Meeting was adjourned to closed session at 4:31 pm

2. CLOSED SESSION:

- 2.1** CONFERENCE WITH LABOR NEGOTIATORS (Victor Perry and Jennifer Boone) with OTA, CSEA Orland Chapter 456 and Unrepresented pursuant to Government Code 54957.6
- 2.2** PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE/COMPLAINT pursuant to Government Code 54957

3. RECONVENE IN OPEN SESSION:

- 3.1** Reconvene Open Session - President Ovard called the regular meeting to order at 6:00 pm.
- 3.2** Pledge of Allegiance - Led by Mrs. Mathrole.
- 3.3** Announce Any and All Actions Taken in Closed Session - No action taken
- 3.4** Adopt Agenda

Motion by: DeLeon / Monck - motion passed

Trustee	Aye	No	Abstain	Absent
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Brummet	x			
Coughlin	x			
DeLeon	x			
Monck	x			
Ovard	x			

3.5 Requests to have any agenda items heard at a specific time: No request

3.6 Declarations of Conflict of Interest from any Governing Board Member(s) Abstaining from Discussion and Voting on any Particular Agenda Item(s): No declaration

4. PUBLIC COMMENT PERIOD:

4.1 Public Comment Regarding any Item NOT on the OPEN SESSION Agenda: No public comment

5. RECOGNITIONS AND REPORTS:

5.1 Student of the Month Recognition: Mrs. Mathrole presented Kimberly Sosa Abarca as Fairview's student of the month. Mrs. Mathrole shared that Kimberly is a stellar student who brightens the school daily. She is a well-liked team player, hardworking, helpful, and consistently demonstrates true role-model qualities.

5.2 Principal's Report: Mrs. Mathrole shared her principal's report with the Board. She discussed school events, site goals, and site data.

5.3 School Representative Report: Kimberly and Saj shared an update on Orland High School sports, clubs and school activities.

5.4 Classified Representative Report: Kelly Stofle, CSEA President, thanked the District for the gratitude post. CSEA made a donation to the Senior Center and the food pantry.

5.5 Certificated Representative Reports: Mark Barnhart, OTA Co-President, discussed the end of the trimester and semester. He also congratulated the volleyball team on their season. Thanked the District and the Board for having the proposed salary schedule increase on the agenda.

5.6 Superintendent's Report: Superintendent Perry highlighted the OHS volleyball program and the great season the team had.

Superintendent Perry reported the district efforts to recognize November being Family Engagement Month. First, the first district-wide Community Open House, held on November 5 was reviewed. This successful event provided a valuable opportunity for students, families, staff, and community partners to connect with OUSD personnel and learn about the diverse and incredible programs we offer.

Second, an additional family engagement initiative for November was the "Spreading Gratitude" campaign. This digital-first initiative focused on recognizing and celebrating the hard work of our staff. Students and families were invited to complete an online form to share a staff member they are thankful for and why. Senders had the option to remain anonymous. These submissions

automatically generated a "Thankful for you!" sign, which was printed and delivered to the staff member for display.

5.7 CBO Report: Ms. Boone shared that yesterday the District received its first-ever electric school bus. This bus along with a second electric bus, that will have a wheelchair lift, were purchased with grant funding.

Ms. Boone also provided program updates for: Community Schools, IT, MOT, the Business Department, SPARK, and Student Nutrition.

6. FACILITIES:

6.1 Facilities Update: Superintendent Perry shared that in the coming meeting Milestone 3 of the progressive design build project will be on the agenda for review and approval.

Superintendent Perry also provided an update on the new TK classrooms.

7. CONSENT ITEMS: All matters listed under the Consent Agenda are considered by the Board to be routine and will be enacted by the Board in one motion in the form listed below. There will be no discussion on these items prior to the time the Board votes on the motion unless members of the Board or the Superintendent request specific items to be discussed and/or removed from the Consent Agenda.

7.1 Governing Board Minutes – October 16, 2025; October 20, 2025

Motion by: Monck / Coughlin - motion passed

Trustee	Aye	No	Abstain	Absent
Brummet	x			
Coughlin	x			
DeLeon	x			
Monck	x			
Ovard	x			

7.2 Vendor Warrants as submitted and classified and certificated salaries

Motion by: Monck / Coughlin - motion passed

Trustee	Aye	No	Abstain	Absent
Brummet	x			
Coughlin	x			
DeLeon	x			
Monck	x			
Ovard	x			

7.3 Donation - Fairview

Motion by: Monck / Coughlin - motion passed

Trustee	Aye	No	Abstain	Absent

Brummet	x			
Coughlin	x			
DeLeon	x			
Monck	x			
Ovard	x			

7.4 Donation - Orland High School

Motion by: Monck / Coughlin - motion passed

Trustee	Aye	No	Abstain	Absent
Brummet	x			
Coughlin	x			
DeLeon	x			
Monck	x			
Ovard	x			

7.5 Overnight Trip Requests - Orland High School

Motion by: Monck / Coughlin - motion passed

Trustee	Aye	No	Abstain	Absent
Brummet	x			
Coughlin	x			
DeLeon	x			
Monck	x			
Ovard	x			

7.6 Personnel Assignment Report

Motion by: Monck / Coughlin - motion passed

Trustee	Aye	No	Abstain	Absent
Brummet	x			
Coughlin	x			
DeLeon	x			
Monck	x			
Ovard	x			

8. DISCUSSION/ACTION ITEMS:

8.1 Approval of 2025/2026 Superintendent Salary Schedule

Ms. Boone explained that the proposed salary schedule has a 2% increase.

Motion by: Brummet / Coughlin - motion passed

Trustee	Aye	No	Abstain	Absent
Brummet	x			
Coughlin	x			
DeLeon	x			
Monck	x			
Ovard	x			

8.2 Approval of Employment Agreement with Superintendent

President Ovard explained that the term of the Superintendent's contract is from July 1, 2026 to June 30, 2029. The compensation proposed to be awarded includes:

A base salary of \$223,045, a master stipend of \$1,210, health & welfare benefits, sick leave and vacation.

Motion by: Monck / Coughlin - motion passed

Trustee	Aye	No	Abstain	Absent
Brummet	x			
Coughlin	x			
DeLeon	x			
Monck	x			
Ovard	x			

8.3 Approve the Form for Public Disclosure of Proposed Collective Bargaining Agreement in accordance with the requirements of AB-1200 and Government Code 3547.5 between Orland Unified School District and the Orland Teachers Association (OTA)

Ms. Boone explained that AB-1200 requires that when a tentative agreement is reached between the District and a labor partner, a public disclosure is required.

Motion by: Coughlin / DeLeon - motion passed

Trustee	Aye	No	Abstain	Absent
Brummet	x			
Coughlin	x			
DeLeon	x			
Monck	x			
Ovard	x			

8.4 Approval of Tentative Agreement Between OTA and OUSD Dated 10/28/25 & the 2025/2026 Certificated Salary Schedule

Superintendent Perry explained that the tentative agreement is for a salary schedule increase of 2.3%, which would be retroactive to 07/01/2025.

Motion by: DeLeon / Brummet - motion passed

Trustee	Aye	No	Abstain	Absent
Brummet	x			

Brummet	x			
Coughlin	x			
DeLeon	x			
Monck	x			
Ovard	x			

8.5 Approval of the 2025/2026 Salary Schedules for: Assistant Superintendent/Chief Business Official, Administrative, Classified Management, & Confidential

Superintendent Perry explained that the proposed salary schedules have a 2% increase.

Motion by: DeLeon / Monck - motion passed

Trustee	Aye	No	Abstain	Absent
Brummet	x			
Coughlin	x			
DeLeon	x			
Monck	x			
Ovard	x			

8.6 Approval of Resolution #05-25/26 Authorizing Execution and Delivery of a Lease Agreement and Approving Related Documents and Actions - Copier Equipment

Ms. Boone explained that every three years the district's lease agreement comes up for renewal. The District reviewed the equipment options and recommended staying with the same vendor.

Ms. Boone kindly asked the Board to approve the resolution.

Motion by: Coughlin / Monck - roll call - motion passed

Trustee	Aye	No	Abstain	Absent
Brummet	x			
Coughlin	x			
DeLeon	x			
Monck	x			
Ovard	x			

9. INFORMATION:

9.1 Notice of Annual Organizational Meeting – as submitted

9.2 First Reading - New & Revised Board Policies and Administrative Regulations

9.3 Executed Contracts – as submitted

9.4 Calendars – as submitted

10. WRITTEN REPORTS:

10.1 Williams Act Quarterly Report – as submitted

10.2 Principal Reports – as submitted

10.3 ASB Reports - as submitted

10.4 Student Enrollment Report - as submitted

11. PLANNING

11.1 Upcoming Board Meetings: Thursday, December 18, 2025 – 6:00 pm

Special Meetings will be scheduled as necessary.

12. BOARD OF TRUSTEES REPORT:

12.1 Board Reports

Trustee Brummet: Thanked everyone that donated. Attended the Community Open House. Attended the Thanksgiving lunch at Fairview.

Trustee Coughlin: Attended the Community Open House. Impressed by how many aspects of the school were represented. Attended the volleyball game.

President DeLeon: Attended the Community Open House.

Trustee Monck: Took firetrucks to Mill Street. Has been coaching wrestling

Trustee Ovard: Wished everyone a happy Thanksgiving.

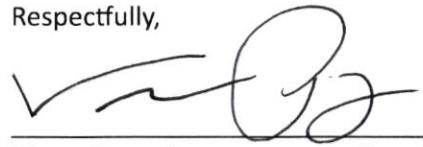
13. ADJOURNMENT OF OPEN SESSION:

13.1 Meeting Adjourned

Motion by: Monck / Brummet - motion passed adjourned at 6:41 pm.

Trustee	Aye	No	Abstain	Absent
Brummet	x			
Coughlin	x			
DeLeon	x			
Monck	x			
Ovard	x			

Respectfully,



12/18/25

Victor Perry, Secretary to the Board



12/18/25

Nathan Monck, Board Clerk

Dustin Coughlin