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5737 Autrey Lane
Oroville, CA 95966
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Heather Scott, Principal

Palermo Middle School
7350 Bulldog Way
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(530) 533-4708
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Kimberly Solano, Principal

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

An Equal Opportunity Employer

REGULAR BOARD MEETING AGENDA

June 10, 2026

District Office Boardroom

7390 Bulldog Way, Palermo, CA 95968

5:00 pm

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

INTRODUCTION

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

ACTION_____MOTION_____SECOND_____VOTE_____

5. **Audience with the Board**

Non-Agenda Items:

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

6. **Audience with the Board**

Agenda Items:

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

7. Tell Me Something Good | Site & Student Recognition

Honcut

Honcut Elementary's production of "Charlotte's Web" was a wonderful success. Families filled the audience to support our students and enjoyed an entertaining evening of talent, teamwork, and creativity. After the performance, families gathered together to celebrate with ice cream sundaes, making the event a memorable experience for our entire school community.



Golden Hills

Golden Hills Elementary has had an exciting and positive few weeks filled with student achievement, school spirit, and community involvement.

We recently celebrated our Olympic Opening Ceremony, which kicked off our schoolwide Olympic-themed activities. Students and staff enthusiastically participated in the festivities, creating a fun and engaging atmosphere as we head into the final weeks of school. Daily Olympic events and activities have continued to build excitement and strengthen school spirit across campus.

We are especially proud of our fourth-grade students for meeting their referral challenge goal of fewer than five referrals in one week by demonstrating outstanding TEAM expectations. To celebrate their positive behavior and hard work, students enjoyed a special reward celebration with water soakers and Otter Pops. Fifth grade also showed tremendous improvement and came very close to meeting the challenge as well.

Golden Hills students also had an outstanding soccer season. Our fourth-grade soccer team won the league championship against other fourth- and fifth-grade teams, demonstrating excellent teamwork, determination, and sportsmanship throughout the season. We are also proud of our fifth-grade team for earning third place in league competition.

During Staff Appreciation Week, our school community showed incredible generosity and support for our staff. We are deeply grateful to all of the families who helped make our teachers and staff feel appreciated and valued.

Our fourth- and fifth-grade students also participated in CAASPP state testing during our “May the Fourth Be With You” themed testing week. Students were encouraged and motivated throughout the week, which concluded with a fun and spirited school rally.

We are proud to celebrate our talented student artists whose artwork was selected for display at the local student art showcase. Their creativity and hard work represented Golden Hills beautifully at the community reception event.

Additionally, our fourth-grade students proudly performed the play Gold Dust or Bust at the Oroville State Theatre on May 20. Students worked incredibly hard preparing for the production, and the performance showcased their talent, confidence, and teamwork.

Golden Hills staff members continue to be recognized as educational leaders beyond our school site. Mrs. Webb, Ms. Rainbow, and Mrs. Napoli recently presented for the Butte County Office of Education, Sacramento County Office of Education, and Shasta County Office of Education, sharing the successful work being done at the district and Golden Hills through our MTSS framework and Community School model. In addition, Mrs. Webb and Mrs. Napoli presented to a national audience of more than 800 participants regarding Golden Hills’ and district attendance processes, supports, and continued progress in improving student attendance.

Finally, we welcomed families to our Open House event, where students proudly shared projects, classroom work, and the learning accomplishments they have achieved throughout the school year. It was a wonderful opportunity to celebrate student growth and strengthen our partnership with families.

Golden Hills Elementary continues to foster a positive, engaging, and supportive environment where students can thrive academically, socially, and creatively. The Golden Hills staff is amazing and working so hard to create an amazing end of the year for our students. The third graders are visiting Golden Hills soon, the fifth grade is visiting Palermo School to begin getting ready for the 26-27 school year

8. Consent Agenda

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

Action Items

- a. Minutes of May 13, 2026 Regular Board Meeting.
- b. Warrants of April 1, 2026 through April 30, 2026, 350513-352638, for the amount of \$1,319,577.83 Funds 01, 12, 13, 35, 40, 75

c. Contract with Advantage Therapy Services beginning July 1, 2026 through July 1, 2027.

REFERENCE #1

d. Contract with Chico Speech & Language Center beginning August 6, 2026 through June 30, 2027.

REFERENCE #2

Reports

e. Events Calendar

REFERENCE #3

f. Districtwide Discipline Report | March 2026

REFERENCE #4

g. Palermo Account Ledger | March 2026

REFERENCE #5

h. New library books for Helen Wilcox School are presented for information and a 30-day review.

REFERENCE #6

i. Donation of 30 new athletic shirts from Live Like Geno Foundation to Palermo Union Elementary School District.

j. 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.

- SEL Curriculum

CONSENT AGENDA APPROVAL

ACTION____MOTION____SECOND____VOTE____

9. ITEMS REMOVED FROM CONSENT AGENDA

a. ACTION____MOTION____SECOND____VOTE____

b. ACTION____MOTION____SECOND____VOTE____

10. Staff Reports/Business Items

- a. **Informational Item Only:** Public Disclosure of Tentative Agreement with the Palermo Teachers Association (PTA).

REFERENCE #7

- b. **Informational Item Only:** Public Disclosure of Tentative Agreement with the California School Employees Association (CSEA).

REFERENCE #8

- c. **Informational Item Only:** Public Disclosure of Tentative Agreement with Classified Management, Certificated Management, Confidential & Superintendent.

REFERENCE #9

- d. It is recommended the Tentative Agreement between Palermo Union Elementary School District and the Palermo Teachers Association (PTA) regarding compensation be approved.

REFERENCE #10

ACTION____MOTION____SECOND____VOTE____

- e. It is recommended the Tentative Agreement between Palermo Union Elementary School District and the California School Employees Association (CSEA) regarding vacancies, leaves, and compensation be approved.

REFERENCE #11

ACTION____MOTION____SECOND____VOTE____

- f. It is recommended the following compensation items for the Confidential/Classified Management/Certificated Management and the Superintendent be approved.

- Increase the district contribution by \$50/month effective July 1, 2026.
- Off salary schedule payment for the 2025/26 year of \$600 in lieu of retroactively applying increase to benefits.

ACTION____MOTION____SECOND____VOTE____

- g. It is recommended the Tentative Agreement between Palermo Union Elementary School District and the Palermo Teachers Association (PTA) regarding the Ag teacher compensation be approved.

REFERENCE #12

ACTION____MOTION____SECOND____VOTE____

- h. It is recommended the following instructional materials be approved for piloting.

Curriculum Pilot K-5:
Great Minds: Eureka Math

ACTION_____MOTION_____SECOND_____VOTE_____

- i. It is recommended that the quote from Great Minds for a full year of piloting K-5 Eureka Math curriculum, be approved (Funding Source: Prop 20 Lottery).

REFERENCE #13

ACTION_____MOTION_____SECOND_____VOTE_____

- j. It is recommended the Palermo Union Elementary School District's revised 2026-2027 Administrative Calendar be approved.

REFERENCE #14

ACTION_____MOTION_____SECOND_____VOTE_____

- k. It is recommended the Palermo Union Elementary School District's revised 2026-2027 Academic Calendar be approved.

REFERENCE #15

ACTION_____MOTION_____SECOND_____VOTE_____

- l. It is recommended the agreement between Palermo Union Elementary School District and Matt McLaughlin for independent evaluation services, effective May 1, 2026 be approved.

REFERENCE #16

ACTION_____MOTION_____SECOND_____VOTE_____

- m. Notification from Mary Sakuma, Butte County Superintendent of Schools, regarding the Consolidation of Governing Board Member Elections.

REFERENCE #17

- n. It is recommended that Board Resolution No. 26-11, regarding the costs of candidates' statements for the Consolidated General Election on November 3, 2026, pursuant to Elections Code Section 13307 – 133307.5, be approved.

REFERENCE #18

ACTION_____MOTION_____SECOND_____VOTE_____

- o. It is recommended that Board Resolution No. 26-12, which specifies the order of the regular biennial election of Governing Board members for the Consolidated General Election on November 3, 2026, pursuant to Education Code Section 5000, 5018, 5304 and 5322, be approved.

REFERENCE #19

ACTION_____MOTION_____SECOND_____VOTE_____

- p. It is recommended that Board Resolution No. 25-13, which establishes the procedure for handling tie votes between candidates elected to the Governing Board during the Consolidated General Election on November 3, 2026, pursuant to Education Code Section 5304 and 5016, be approved.

REFERENCE #20

ACTION_____MOTION_____SECOND_____VOTE_____

- q. It is recommended that Palermo Union Elementary School District reimburse Janeene Hudson in the amount of \$500.00 for the damages to her personal vehicle caused by student vandalism.

REFERENCE #21

ACTION_____MOTION_____SECOND_____VOTE_____

- r. **Informational Item Only:** Instructional Materials Alignment Process and Public Review of Recommended Instructional Materials

REFERENCE #22

- s. California School Employees Association, Bargaining Unit 336. Comments from CSEA, if any, to the Governing Board.

- t. 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 second and final reading.

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

It is recommended that the following revised board policies and administrative regulations, be approved.

ACTION_____MOTION_____SECOND_____VOTE_____

- a. Administrative Regulation 0450 – Comprehensive Safety Plan

- b. Board Policy 1340 – Access to District Records
- c. Administrative Regulation 1340 – Access to District Records
- d. Board Policy 5000 – Concepts and Roles
- e. Board Policy 5020 – Parents Rights and Responsibilities
- f. Administrative Regulation 5020 – Parents Rights and Responsibilities
- g. Board Policy 5117 – Interdistrict Attendance
- h. Administrative Regulation 5117 – Interdistrict Attendance
- i. Board Policy 5125 – Student Records
- j. Administrative Regulation 5125 – Student Records
- k. Board Policy 5138 – Conflict Resolution and Peer Mediation
- l. Board Policy 6020 – Parent Involvement
- m. Administrative Regulation 6020 – Parent Involvement
- n. Board Policy 6153 – School Sponsored Trips
- o. Administrative Regulation 6153 – School Sponsored Trips
- p. Board Policy 6143 – Courses of Study
- q. Administrative Regulation 6143 – Courses of Study
- r. Board Policy 6158 – Independent Study
- s. Administrative Regulation 6158 – Independent Study
- t. Board Bylaw 9005 – Governance Standards

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.

REPORTS ON ACTION(S) TAKEN IN CLOSED SESSION

ACTION ITEMS

14. Action on Expulsion Case No. 10/30/2012, ID No. 271569

- a. Action No. 1 | Finding of Fact

ACTION _____ MOTION _____ SECOND _____ VOTE _____

- b. Action No. 2 | Readmission to Palermo Middle School

ACTION _____ MOTION _____ SECOND _____ VOTE _____

OPEN SESSION (Time _____)

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

Classified

- a. Justin Sumahit, Groundskeeper/Maintenance, District Wide, Class 14, Step 15, 8.0 hours per day, request to hire as Groundskeeper/Maintenance effective June 1, 2026.
- b. Jessica Burruss, Early Child Development Instructional Aide, Honcut, Class 9, Step 11, 8.0 hours per day, request to change from Instructional Aide to Early Child Development Instructional Aide effective June 8, 2026.
- c. Linda Davis, Student Information System Specialist, District Office, Class 20, Step 15, 8.0 hours per day, request to change from Accounts Payable Clerk to Student Information Systems Specialist effective June 29, 2026.

Certificated

- d. Tianna Wilde, Certificated Substitute, Districtwide, add to certificated substitute list, effective May 13, 2026.

Resignation

- e. Kristen Boling, Instructional Aide, Golden Hills School, resignation effective May 23, 2026.

- f. Annika Wolfe, Instructional Aide, Helen Wilcox School, resignation effective June 5, 2026.
- g. Abby Teer, 8th Grade Volleyball Coach, Palermo School, resignation effective 2026/27 school year.
- h. Consuelo Metcalf, Human Resource Technician, District Office, resignation effective June 5, 2026.
- i. Tranise Rash, Reading Intervention Instructional Aide, Helen Wilcox School, resignation effective June 5, 2026.
- j. Natalie Stampanoni, Instructional Aide, Helen Wilcox School, resignation effective June 24, 2026.
- k. Jonathan Mattern, Teacher, Helen Wilcox School, resignation effective June 24, 2026.
- l. Tiffany Pettengill, Cafeteria Helper, Palermo School, release effective May 28, 2026.

ADJOURNMENT (Time _____)

Palermo Union Elementary School District
Regular Board Meeting Minutes
May 13, 2026
District Office Boardroom
7390 Bulldog Way, Palermo, CA 95968

INTRODUCTION

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

Others present were: Gary Rogers, Ruthie Anaya, Jessica Coon, Hardy Lahn, Heather Scott, Mike Tuft, Tracy Leonard, Yanhely Reynoso, Michelle Tracey, Chu Van, Raeanna Hartsfield, and Donavon Pearce.

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

Non-Agenda Items:

The Board recognized Mrs. Leonard's third-grade class for their hard work in publishing *The Great Race*.

Hardy Lahn presented a proposal for website design services to 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 is simply blooming with activity this spring! All of our students watched the Ned Show and learned about the power of perseverance. The students had a great time and loved the yoyo tricks! We had our Open House and Math Festival. Ms. Ronan and parent volunteers (thank you all!) made the day of different math fun for our students,

and many parents came back that afternoon to join in the fun. Open House was well attended and proud students showed off some of their hard work. Thank you, teachers and staff for making this another fabulous event!! We also held a ribbon cutting ceremony that brought a nice crowd of current and past parents who wanted to see what the new classrooms look like (Beautiful & spacious!). Thank you all for making it a memorable event. Our art teacher, Mikaela Gutierrez, put ten of our third graders' artwork on display at the State Theater. Parents and students from around the area came to see many local schools' entries - clearly ours was the best!! Great work and thank you Ms. Gutierrez. Finally, thank you Mrs. Tyler for visiting the Wildcat Care Crew - they love you! They really appreciated your breadth of experience, knowledge, and dedication to our students. Way to be a Wildcat!!

Palermo

Spring Break was filled with adventure for 32 of our Bulldogs! Their exploration of Washington, D.C. began in the early morning on Monday, April 6th, and the days between when they arrived home in the early morning of Saturday, April 12th were filled with adventure around our country's capital. With the support of ten parent and teacher chaperones, Mr. Gomez made this experience possible for our Bulldogs. From the airport to the museums, he shared that our Bulldogs received multiple compliments for their behavior, and he was very proud of how they represented Palermo. Mr. Gomez would like to give a BIG thank you to all of our chaperones and World Strides, and he looks forward to planning next year's trip!

I would like to thank all of the families for joining our teachers to celebrate our Bulldogs' success at this year's Open House. After visiting all of their classrooms our Bulldogs enjoyed a hot dog dinner with their families and school community.

Great things are happening in our Ag green house and garden! Students are beginning to enjoy harvesting what they have planted, such as enjoying a salad from the lettuce and tomatoes that they have grown!

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, and Kimberly Tyler voted aye. Motion unanimously carried.

Action Items

- a. Minutes of April 23, 2026 Regular Board Meeting.
- b. Edgenuity contract renewal

Reports

- d. Events Calendar

- c. Enrollment Report | Month Seven
- d. Enrollment Report | Month Eight
- e. Donation of comic books from Collector's Ink to Golden Hills 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 Memorandum of Understanding between Palermo Union Elementary School District and Concordia University Irvine for teacher education student teaching from July 1, 2026 through June 30, 2031, be approved. Debbie Hoffman, Cody Nissen, Kimberly Tyler, and Justin Younger voted aye. Motion unanimously carried.
- b. A motion was made by Cody Nissen, seconded by Justin Younger, recommending that Board Resolution No. 26-09, Non-Reemployment of Classified Employee, regarding a decrease in classified staff due to a reduction or elimination in services, be approved. Debbie Hoffman, Cody Nissen, Kimberly Tyler, and Justin Younger voted aye. Motion unanimously carried.
- c. A motion was made by Cody Nissen, seconded by Justin Younger, recommending that Board Resolution No. 26-10 Authorizing Use of Bridge Financing, regarding the expenditure of funds to cover costs of design and construction of the TK/K Classroom Project at Helen Wilcox Elementary, be approved. Debbie Hoffman, Cody Nissen, Kimberly Tyler, and Justin Younger voted aye. Motion unanimously carried.
- d. A motion was made by Cody Nissen, seconded by Justin Younger, recommending that the Memorandum of Understanding (MOU) between Palermo Union Elementary School District and Thermalito Union Elementary School District for mutual cooperation between Community Day School (CDS) Programs for the 2026-2027 academic year be approved. Debbie Hoffman, Cody Nissen, Kimberly Tyler, and Justin Younger voted aye. Motion unanimously carried.
- e. There were no comments from the California School Employees Association, Bargaining Unit 366.
- f. There were no comments from the Palermo Teachers Association, Bargaining Unit (PTA/CTA/NEA).

11. Board Policies & Administrative Regulations

The following Board Policies and Administrative Regulations were 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. Administrative Regulation 0450 – Comprehensive Safety Plan
- b. Board Policy 1340 – Access to District Records
- c. Administrative Regulation 1340 – Access to District Records
- d. Board Policy 5000 – Concepts and Roles
- e. Board Policy 5020 – Parents Rights and Responsibilities
- f. Administrative Regulation 5020 – Parents Rights and Responsibilities
- g. Board Policy 5117 – Interdistrict Attendance
- h. Administrative Regulation 5117 – Interdistrict Attendance
- i. Board Policy 5125 – Student Records
- j. Administrative Regulation 5125 – Student Records
- k. Board Policy 5138 – Conflict Resolution and Peer Mediation
- l. Board Policy 6020 – Parent Involvement
- m. Administrative Regulation 6020 – Parent Involvement
- n. Board Policy 6153 – School Sponsored Trips
- o. Administrative Regulation 6153 – School Sponsored Trips
- p. Board Policy 6143 – Courses of Study
- q. Administrative Regulation 6143 – Courses of Study
- r. Board Policy 6158 – Independent Study
- s. Administrative Regulation 6158 – Independent Study
- t. Board Bylaw 9005 – Governance Standards

12. **Superintendent's Reports**

None.

13. **Board Items**

None.

CLOSED SESSION

The Board recessed into Closed Session at 5:40 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 6:11 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 Kimberly Tyler, recommending the following personnel items be approved. Debbie Hoffman, Cody Nissen, and Kimberly Tyler voted aye. Motion unanimously carried.

Classified

- a. Samantha Whitworth, Substitute Instructional Aide, Districtwide, add to classified substitute list, effective April 27, 2026.
- b. Samantha Whitworth, Instructional Aide, Helen Wilcox School, Class 7, Step 4, 3.0 hours per day, hire as an Instructional Aide effective May 14, 2026.
- c. Amy Toet, Substitute Instructional Aide, Districtwide, add to classified substitute list, effective April 29, 2026.

- d. Amy Toet, ECD Instructional Aide, Helen Wilcox Preschool, Class 9, Step 5, 8.0 hours per day, hire as an ECD Instructional Aide effective May 14, 2026.
- e. Jennifer Wilhelm, Attendance/Health Aide, Golden Hills School, Class 11, Step 16, 8.0 hours per day, move from Attendance Tech II to Attendance/Health Aide effective July 1, 2026.

Certificated

- f. Jennifer Credit, Certificated Teacher, Palermo Middle School, Column III, Step 10, hire as a certificated teacher effective August 3, 2026.
- g. Ashley Schaffert, Certificated SPED Teacher, Palermo Middle School, Column III, Step 4, hire as a certificated SPED teacher effective August 3, 2026.

Leave of Absence

- h. Karen Hunter, Instructional Aide, Helen Wilcox School, extend leave of absence through effective April 24, 2026 through June 30, 2026.

Resignation

- i. Autumn Preciado, ECD Instructional Aide, Honcut Preschool, resignation effective April 14, 2026.
- j. Kyla Kister, Instructional Aide, Golden Hills School, release effective May 1, 2026.

ADJOURNMENT

Board President Debbie Hoffman declared the meeting adjourned at 6:11 p.m.

Respectfully submitted,

Gary Rogers
Secretary of the Governing Board

Checks Dated 04/01/2026 through 04/30/2026					
Check Number	Check Date	Pay to the Order of	Fund-Object	Expensed Amount	Check Amount
3005-350513	04/02/2026	Six Flags Discovery Kingdom	01-5810		3,528.72
3005-350514	04/02/2026	UNITED BUILDING CONTRACTORS	35-6200		414,337.90
3005-350515	04/02/2026	US BANK	01-4300	1,492.82	
			01-5200	2,480.59	
			01-5800	3,140.26	
			01-5852	275.00	
			01-5854	77.88	
			12-4300	97.87	
			12-4351	143.80	7,708.22
3005-350516	04/02/2026	Cole, Carol J	01-4300		117.81
3005-350517	04/02/2026	Fox, Melanie R	01-4300		66.53
3005-350518	04/02/2026	Smithey, William D	01-4300		60.70
3005-350519	04/02/2026	Maynard, Aimee S	01-5200		317.29
3005-350843	04/07/2026	ACCULARM SECURITY SYSTEMS	01-4300		27.00
3005-350844	04/07/2026	ADVANTAGE THERAPY SERVICES HALEY WILLIS	01-5800		6,783.03
3005-350845	04/07/2026	AMAZON FULLFILLMENT SERVICES	01-4300	2,739.06	
			12-4300	808.83	3,547.89
3005-350846	04/07/2026	ASPIRE SPEECH THERAPY	01-5800		11,852.50
3005-350847	04/07/2026	At&t	01-5900		381.89
3005-350848	04/07/2026	AVANTIS EDUCATION	01-5854		629.00
3005-350849	04/07/2026	BLUE OAK MOBILE LIVESCAN KATIE CARMICHAEL BUELL	01-5853		360.00
3005-350850	04/07/2026	BOOK FAMILY FARM	01-5810		450.00
3005-350851	04/07/2026	CA DEPT TAX & FEE ADMIN	01-9580		48.00
3005-350852	04/07/2026	D2 TRAILER SALES & SERVICE	01-6400		24,391.18
3005-350853	04/07/2026	DAWSON OIL	01-4309		1,632.60
3005-350854	04/07/2026	DEP OF INDUSTRIAL RELATIONS	01-5800		125.00
3005-350855	04/07/2026	E-RATE ADVISORS	01-5800		3,000.00
3005-350856	04/07/2026	GLOBAL OFFICE	01-4300		167.55
3005-350857	04/07/2026	GOLD STAR FOODS	13-4300	495.96	
			13-4700	8,285.35	8,781.31
3005-350858	04/07/2026	HD SUPPLY	01-4300		36.28
3005-350859	04/07/2026	LAKE OROVILLE AREA PUBLIC UTILITY DISTRICT	01-5503		4,611.42
3005-350860	04/07/2026	MD INSPECTIONS	40-6290		6,840.00
3005-350861	04/07/2026	OFFICE DEPOT	01-4300		443.83
3005-350862	04/07/2026	PALERMO SCHOOL YEARBOOK ACCOUNT	01-4300		210.00
3005-350863	04/07/2026	PITNEY BOWES GLOBAL FINANCIAL SERVICES LLC	01-5602		57.98
3005-350864	04/07/2026	PRO PACIFIC FRESH CHICO PRODUCE INC	13-4300	391.09	
			13-4700	3,986.63	4,377.72
3005-350865	04/07/2026	PRODUCERS DAIRY FOODS	13-4700		2,933.34
3005-350866	04/07/2026	RALEYS - IN STORE CHARGE	01-4300		271.34

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Checks Dated 04/01/2026 through 04/30/2026					
Check Number	Check Date	Pay to the Order of	Fund-Object	Expensed Amount	Check Amount
3005-350867	04/07/2026	RODRIGUEZ PORTABLES DAVID RODRIGUEZ	01-4300		1,040.00
3005-350868	04/07/2026	MICHAEL BUTLER SIERRA WATER UTILITY	01-5503		434.69
3005-350869	04/07/2026	SOUTH FEATHER WATER POWR AGNCY	01-5503		423.47
3005-350870	04/07/2026	SYSKO FOOD SVCS OF SACRAMENTO	13-4300	525.37	
			13-4700	1,370.87	1,896.24
3005-350871	04/07/2026	TOBII DYNAVOX	12-5800		580.50
3005-350872	04/07/2026	WILLYGOAT	01-4400		8,595.49
3005-351116	04/09/2026	Turner, Jamie M	01-4300		186.48
3005-351117	04/09/2026	Sharp, Christopher R	01-4300		32.12
3005-351118	04/09/2026	Addams, Daylyn	01-4300		66.02
3005-351119	04/09/2026	Fox, Melanie R	01-4300	86.34	
			01-5200	361.21	447.55
3005-351120	04/09/2026	Juarez, Anthony	01-4300		37.18
3005-351121	04/09/2026	Madison, Elizabeth M	01-5200		93.52
3005-351122	04/09/2026	Hudson, Janeene L	12-5200		40.29
3005-351123	04/09/2026	Maynard, Aimee S	01-4300		182.99
3005-351330	04/14/2026	Rogers, Gary	01-5200		230.55
3005-351331	04/14/2026	ACCESS INFORMATION HOLDINGS	01-5504		130.72
3005-351332	04/14/2026	AMAZON FULLFILLMENT SERVICES	01-4300	1,178.06	
			12-4300	738.09	
			12-4351	148.00	
			12-4354	70.35	
			13-4300	349.10	2,483.60
3005-351333	04/14/2026	APPLE INC	01-4300		25.00
3005-351334	04/14/2026	AT&T	01-5900		594.70
3005-351335	04/14/2026	BETTER DEAL EXCHANGE	01-4300		46.24
3005-351336	04/14/2026	BIDWELL H2O ROBERT SMITH	01-5503		389.80
3005-351337	04/14/2026	CHANGE ACADEMY AT LAKE OZARKS	01-5100		26,560.72
3005-351338	04/14/2026	CARASOFT TECHNOLOGY	01-5900		905.54
3005-351339	04/14/2026	DAWSON OIL	01-4309		2,106.62
3005-351340	04/14/2026	DEPT OF GENERAL SERVICES	01-5800		4,446.25
3005-351341	04/14/2026	GOLFLAND SUNSPASH	01-5810		5,379.00
3005-351342	04/14/2026	HD SUPPLY	01-4300	877.06	
			01-5600	54.52	931.58
3005-351343	04/14/2026	HOBBS PEST SOLUTIONS INC	01-5505		489.00
3005-351344	04/14/2026	IMPRINT GRAPHIC SOLUTIONS	01-4300		1,082.03
3005-351345	04/14/2026	CHALK SPINNER KODO KIDS	12-4300	351.22	
			12-4400	6,143.78	6,495.00
3005-351346	04/14/2026	LAKESHORE LEARNING MATERIALS	12-4300		6,728.58
3005-351347	04/14/2026	MASCOT JUNCTION	01-4300		4,144.18
3005-351348	04/14/2026	MONARCH LINK	12-5800		1,188.00
3005-351349	04/14/2026	NAPA COUNTY OFFICE OF ED	01-5200		675.00

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Checks Dated 04/01/2026 through 04/30/2026					
Check Number	Check Date	Pay to the Order of	Fund-Object	Expensed Amount	Check Amount
3005-351350	04/14/2026	OFFICE DEPOT	01-4300		198.26
3005-351351	04/14/2026	OREILLY AUTOMOTIVE STORES INC	01-4335		47.61
3005-351352	04/14/2026	PACIFIC GAS AND ELECTRIC CO	01-5502		33,454.04
3005-351353	04/14/2026	PAPE KENWORTH	01-5800		4,855.16
3005-351354	04/14/2026	PAWAR TRANSPORTATION	01-5800		5,250.00
3005-351355	04/14/2026	PRO PACIFIC FRESH CHICO PRODUCE INC	13-4300	273.80	
			13-4700	2,343.46	2,617.26
3005-351356	04/14/2026	PRODUCERS DAIRY FOODS	13-4700		1,742.40
3005-351357	04/14/2026	RISING STAR SPED ACADEMY	01-5100		14,606.50
3005-351358	04/14/2026	SAN JOAQUIN CNTY OFFICE OF ED COUNTY SCHOOLS SERVICE FUND	01-5800		781.00
3005-351359	04/14/2026	T-MOBILE	01-5900		282.80
3005-351360	04/14/2026	TRACTOR SUPPLY CREDIT PLAN	01-4300		21.82
3005-351361	04/14/2026	Valley Iron	01-4300		317.76
3005-351930	04/21/2026	Napoli, Kristen L	01-4300		30.32
3005-351931	04/21/2026	Johnson, Anna M	01-4300		29.49
3005-351932	04/21/2026	Smith, Jonathan T	01-5200		142.00
3005-351933	04/21/2026	Bidlack, Seth A	01-4300		592.38
3005-351934	04/21/2026	Addams, Daylyn	01-4300		305.88
3005-351935	04/21/2026	Smithey, William D	01-4300		97.90
3005-351936	04/21/2026	Wood, Tami E	01-4300		350.25
3005-351937	04/21/2026	Greathouse, Kelsi L	01-4300		28.78
3005-351938	04/21/2026	Rubio, Brenda	01-5200		38.14
3005-351939	04/21/2026	Fisher, Kristine E	01-4300		68.01
3005-351940	04/21/2026	Slaten, Mallory	01-4300		304.23
3005-351941	04/21/2026	ACCULARM SECURITY SYSTEMS	01-5604		149.52
3005-351942	04/21/2026	APPLE INC	01-4300		589.13
3005-351943	04/21/2026	CARASOFT TECHNOLOGY	01-5900		16,370.80
3005-351944	04/21/2026	CHICO SPEECH LANGUAGE CENTER	01-5800		29,935.99
3005-351945	04/21/2026	CHICO STATE ENTERPRISES	01-5810		1,240.00
3005-351946	04/21/2026	COMPUTER TECHONOLOGY LINK	01-4300		201.55
3005-351947	04/21/2026	DAWSON OIL	01-4309		258.51
3005-351948	04/21/2026	GOLD STAR FOODS	13-4300	270.74	
			13-4700	3,893.92	4,164.66
3005-351949	04/21/2026	HD SUPPLY	01-4300	744.07	
			01-5600	25.00	769.07
3005-351950	04/21/2026	Heartland	13-5854		295.00
3005-351951	04/21/2026	HOBBS PEST SOLUTIONS INC	01-5505		96.00
3005-351952	04/21/2026	CHALK SPINNER KODO KIDS	12-4300	73.04	
			12-4400	1,277.56	1,350.60
3005-351953	04/21/2026	NV5	40-6280		14,757.20
3005-351954	04/21/2026	OFFICE DEPOT	01-4300		927.74
3005-351955	04/21/2026	OxEd US	01-4300	1,484.99	
			01-5854	3,286.12	
			12-5854	2,628.89	7,400.00

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Checks Dated 04/01/2026 through 04/30/2026					
Check Number	Check Date	Pay to the Order of	Fund-Object	Expensed Amount	Check Amount
3005-351956	04/21/2026	PACE ENGINEERING	40-6210		20,277.20
3005-351957	04/21/2026	PRO PACIFIC FRESH CHICO PRODUCE INC	13-4300	515.69	
			13-4700	4,190.78	4,706.47
3005-351958	04/21/2026	PRODUCERS DAIRY FOODS	13-4700		864.66
3005-351959	04/21/2026	RECOLOGY BUTTE COLUSA COUNTIES	01-5504		1,025.04
3005-351960	04/21/2026	SIERRA PLAY PARTNERS	01-5800		7,500.00
3005-351961	04/21/2026	Jamison, Sandra C	12-4300		25.12
3005-351962	04/21/2026	Mann, Ayla G	01-4300		30.96
3005-351963	04/21/2026	FIRST UNITED METHODIST CHURCH	01-4300		175.00
3005-352207	04/23/2026	UNITED BUILDING CONTRACTORS	35-6200		467,168.40
3005-352208	04/23/2026	LYNANN PILLEY	01-5800		440.99
3005-352209	04/23/2026	ACCULARM SECURITY SYSTEMS	01-5600		177.50
3005-352210	04/23/2026	AMAZON FULLFILLMENT SERVICES	01-4300	765.38	
			12-4315	349.67	1,115.05
3005-352211	04/23/2026	CHANGE ACADEMY AT LAKE OZARKS	01-5100		24,019.36
3005-352212	04/23/2026	DANNIS WOLIVER KELLEY	01-5830		34,666.25
3005-352213	04/23/2026	DAWSON OIL	01-4309		1,158.62
3005-352214	04/23/2026	DEPARTMENT OF JUSTICE ACCOUNT OFFICE	01-5853		651.00
3005-352215	04/23/2026	GOLD STAR FOODS	13-4300	680.59	
			13-4700	5,559.44	6,240.03
3005-352216	04/23/2026	HD SUPPLY	01-4300		80.55
3005-352217	04/23/2026	PACIFIC GAS AND ELECTRIC CO	01-5502		984.28
3005-352218	04/23/2026	PRO PACIFIC FRESH CHICO PRODUCE INC	13-4300	289.41	
			13-4700	4,679.29	4,968.70
3005-352219	04/23/2026	PRODUCERS DAIRY FOODS	13-4700		2,714.03
3005-352220	04/23/2026	RODRIGUEZ PORTABLES DAVID RODRIGUEZ	01-4300		260.00
3005-352221	04/23/2026	SHASTA UNION HIGH SCHOOL DIST FOOD SERVICES	13-5300		250.00
3005-352222	04/23/2026	STARFALL EDUCATION FOUNDATIION	01-5854		355.00
3005-352223	04/23/2026	Borquez, Victor R	01-4300		276.30
3005-352224	04/23/2026	Grigoruk, Scott P	01-4300		30.33
3005-352225	04/23/2026	Heras Aispuro, Estela	12-4300	5.99	
			12-5200	308.71	314.70
3005-352226	04/23/2026	Sandoval-Cantu, Karina	12-4300		105.62
3005-352227	04/23/2026	Maynard, Aimee S	01-4300		285.69
3005-352637	04/28/2026	Smith, Chelsea L	01-4300		402.14
3005-352638	04/28/2026	US BANK	01-4300	2,183.78	
			01-5200	806.86	
			01-5800	1,365.61	
			01-5852	275.00	

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Checks Dated 04/01/2026 through 04/30/2026					
Check Number	Check Date	Pay to the Order of	Fund-Object	Expensed Amount	Check Amount
3005-352638	04/28/2026	US BANK	01-5854	53.82	
			12-4300	237.73	
			12-4315	20.62	
			12-4351	362.98	5,306.40
3285-350842	04/07/2026	INTERNAL REVENUE SERVICE	76-9514		1,150.00
			Total Number of Checks	135	1,319,577.83

Fund Recap

Fund	Description	Check Count	Expensed Amount
01	GeneralFund	106	325,710.97
12	ChildDevelopmentFund	15	22,435.24
13	CafeteriaSpecialRevenueFund	15	46,900.92
35	CountySchoolFacilitiesFund	2	881,506.30
40	SpecResCapitalOutlayFund	3	41,874.40
76	Warrant/Pass-ThroughFund	1	1,150.00
Total Number of Checks		135	1,319,577.83
Less Unpaid Tax Liability			.00
Net (Check Amount)			1,319,577.83



3435 Silverbell Road
Chico CA 96973
530-774-2261

Speech-Language Pathologist School Contract

Advantage Therapy Services “Company” and Palermo Union School District (“School”) (each a “Party” and both the “Parties”) mutually agree as follows:

1. A speech-language pathologist, associated with Company, will provide speech-language services to the School on a full-time basis beginning 07/01/2026 and continuing until 07/01/2027 (the “Term”). This contract may be renewed the following school year if both parties agree to continue speech therapy services.
2. Speech-Language Services
 - 2.1. Speech-language pathologists work to prevent, assess, diagnose, and treat speech, language, social communication, cognitive-communication, and swallowing disorders in children and adults.
 - 2.2. Speech-language services include any, all, or some of the following:
 - 2.2.1. Screening of speech-language, cognitive, and pragmatic disorders.
 - 2.2.2. Diagnosis of speech-language, cognitive, and pragmatic disorders.
 - 2.2.3. Treatment of speech-language, cognitive, and pragmatic disorders.
 - 2.2.4. Preparation of materials necessary for such treatment.
 - 2.2.5. Record keeping and documentation.
 - 2.2.6. Report writing.
 - 2.2.7. Writing complete speech-language IEPs.
 - 2.2.8. Consultation with school officials and families.
 - 2.2.9. Attendance at IEP and other meetings as necessary.
 - 2.2.10 Supervision of speech-language assistants.
 - 2.3 Additional speech-language services may include:
 - 2.3.10 The speech-language pathologist will bill MediCAL on behalf of the district for services and assessments.
 - 2.3.11 The speech-language pathologist will attend sped dept meetings 3 times per year, either in person or virtually.
 - 2.3.12 The speech-language pathologist will attend the first 10 minutes of monthly site sped meetings, either in person or virtually.
3. Compensation and Hours Allowed
 - 3.1. Company shall be compensated \$117 per hour for all speech-language services due bi-weekly each month.
 - 3.2. All amounts payable under this Agreement shall be paid directly to Company.
 - 3.3. The School shall receive an invoice of the hours worked by the speech-language pathologist provided by the Company.
 - 3.4. If services vary due to illness, professional meetings, inclement weather, school closing, or additional hours approved by the Director of Special Education, appropriate adjustment will be reflected in the invoices provided by the Company.
4. Company Responsibilities and Requirements
 - 4.1. Company shall provide speech-language services to a standard of quality typical of professionals in the speech-language industry.

- 4.2. Company shall perform its duties and responsibilities under this Agreement with commercially reasonable best efforts.
 - 4.3. Company shall carry professional liability insurance with a minimum policy limit of 1,000,000 per occurrence.
 - 4.4. Company will comply with all Federal, State, and Local regulations concerning IDEA and maintenance of confidentiality.
 - 4.5. To enforce Agreement, Company may utilize subcontracts and/or employees to implement services. All subcontractors and employees will provide ONLY services listed above. Rates will be implemented as outlined in this Agreement.
5. School Responsibilities and Requirements
 - 5.1. School will use commercially reasonable efforts to assist Company in providing speech-language services.
 - 5.2. School will provide a clean, quiet, and organized private treatment space as well as any materials or support services required by Company.
 - 5.3. School will provide all necessary training and onboarding services to the speech-language pathologist during their first week of work for the School.
 - 5.4. The school shall not require the speech-language pathologist to exceed 55 cases for speech-language services, per California Code, Education Code - EDC § 56363.3
6. General Terms.
 - 6.1. This Agreement may be executed in any number of counterparts, each of which shall be deemed an original and all of which taken together shall constitute one signed agreement between the Parties. Signatures may be transmitted by facsimile or a scanned copy and shall be deemed original.
 - 6.2. This Agreement, including all schedules and exhibits that are incorporated herein by reference, contains the entire agreement of the Parties regarding the subject matter described herein, and all other promises, representations, understandings, arrangements, and prior agreements related thereto are merged herein and superseded hereby. The provisions of this Agreement may not be amended, except by an agreement in writing signed by authorized representatives of both Parties.
 - 6.3. Company is an independent contractor of School and not an employee, agent, partners, representative or broker of School.
 - 6.4. Each Party shall at all times comply with all applicable laws and government rules, regulations, and guidelines pertaining to its business, products or services, employment obligations, and the subject matter of this Agreement. This Agreement shall be governed by and construed under the laws of the State of California without giving effect to its choice of law rules.
 - 6.5. This Agreement constitutes the entire Agreement between the parties concerning the subject matter hereof, and supersedes any and all other written or oral communications, agreements, or contracts between parties with respect to this subject matter.
7. Direct hire, non-solicitation
 - 7.1. School, or it's designee, agrees to notify Company in writing of it's intent to hire, enter into an arrangement to hire, or contract for services with any personnel who worked for Company in scheduled assignment in a facility during the preceding twelve (12) month period. In the event that the school or it's designee, does hire such personnel, the school, or it's designee, agrees to pay Company a onetime hire "Fee" of \$20,000.
8. Term and Termination:
 - 8.1. The term of this agreement shall commence on July 1, 2026 and end on July 1, 2027, unless terminated earlier in accordance with the terms and conditions set-forth.

- 8.2. Termination without cause: Either party has the right to terminate the agreement for either of the two contract positions, without cause by giving 30 days written notice. In the event of accident, illness, or injury preventing the Company from completing the contracted services, the contract will be terminated immediately.
- 8.3. Termination with cause: Either party reserves the right to terminate this agreement immediately if the other party fails to comply with the terms and conditions of this agreement and such failure for 15 days following receipt of written notice.

9. Construction

- 9.1. Section headings are included herein solely for convenience of reference and shall not be construed as part of any section or to modify the contents thereof.

10. Governing Law

- 10.1. This Agreement shall be governed by and construed under internal laws of the State of California without reference to conflicts of law principles.

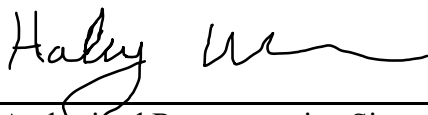
11. Interpretation

- 11.1. Neither this Agreement nor any uncertainty or ambiguity herein shall be construed or resolved against one party whether under any rules of construction or otherwise. On the contrary, this Agreement has been negotiated by and between the parties and shall be construed and interpreted according to the ordinary meaning of the words used so as to accomplish the purposes and intentions of all parties hereto.

Authorized Signature for the School/District

Date

Advantage Therapy Services



05/05/2026

Authorized Representative Signature

Date

Name: Haley Willis

Title: CEO

CHICO SPEECH AND LANGUAGE PATHOLOGY, INC.

DBA "Chico Speech & Language Center"

2627 Forest Avenue

Chico, CA 95928

(530) 894-0702 Fax (530) 894-0905

THIS AGREEMENT is made and entered into on this day **April 29th, 2026**, by and between **Palermo Union Elementary School District**, hereinafter referred to as "DISTRICT" and Chico Speech and Language Center, hereinafter referred to as "CONTRACTOR".

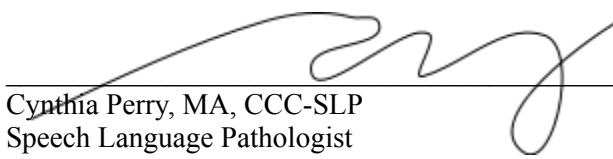
WHEREAS the DISTRICT is authorized by Section 53060 of California Government Code to contract with an independent contractor for specialized services and,

WHEREAS CONTRACTOR is specifically trained, experienced and competent to provide the special services required:

NOW THEREFORE, the parties hereto agree as follows:

1. CONTRACTOR shall provide the following services: Speech-Language Pathology Services; including assessments, screenings, and report writing, IEP attendance and scheduling as requested by the district during the term of this agreement.
2. **CONTRACTOR will provide services beginning August 6th, 2026, and complete services by June 30th, 2027, with the option of continuing until through summer services if needed.**
3. **CONTRACTOR shall begin serving 7–8-hour days, totaling 13 full-time days, for a total of 91-104 hours a week, with the flexibility of adding hours and changing days as needed and agreed upon with DISTRICT for increased caseload, IEPs and/or supervision.**
 1. In addition: SLPs & SLPAs to attend 3 special education department meetings per school year, either in person or virtually special Ed meetings. Also the beginning of the year gathering, and required trainings will be included and reimbursed.
 2. SLPs to bill MediCAL on behalf of district for services and assessments.
 3. SLPs to attend the first 10 minutes of monthly site special education meetings, either in person or virtually
4. CONTRACTOR shall provide supervisor for SLPA, who will be compensated, as necessary by the district.
5. CONTRACTOR shall perform said services as requested on an hourly basis by the district during the term of this agreement.
6. CONTRACTOR shall be under control of district as to results to be accomplished.

7. CONTRACTOR shall provide DISTRICT requested documents as appropriate for the performance of contracted duties.
8. CONTRACTOR agrees to and shall hold harmless and indemnify of the DISTRICT it's officers, agents, and employees from every claim or demand made and every liability, loss, damage, or expense which may be incurred by reason of the operation of this agreement.
9. DISTRICT will prepare and furnish to CONTRACTOR upon request such information as is reasonably necessary to performance of CONTRACTOR under this agreement.
10. DISTRICT shall pay CONTRACTOR **\$93.00 per hour for SLPA** and **\$126.00 per hour for SLP**, in addition to **mileage between sites** at current federal standard mileage rate, for the term of this contract.
11. Payment will be made by the DISTRICT pursuant to this independent CONTRACT for services and upon acceptance of successfully completed tasks and submission of contractor's invoice in writing. Payment will be made according to normal fiscal procedures.
12. **DISTRICT will provide background check and fingerprinting services, as well as CPR certification, TB screenings, required and requested orientations and/or trainings, as necessary for CONTRACTOR employees.**
13. **See ATTACHED signed Non-Compete Agreement.**
14. This AGREEMENT is not assignable without written consent of the parties hereto. IN WITNESS WHEREOF, the parties hereby set their hands on the first date written above.



Cynthia Perry, MA, CCC-SLP
Speech Language Pathologist
Owner/President
Lic # SP 20858

Signature:
Palermo Union Elementary School District
Representative

PALERMO UNION ELEMENTARY SCHOOL DISTRICT

Date	Event	Location	Time
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

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

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

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

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

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

INFRACTION	Number of referrals to AEP									
Grounds for Suspension/Expulsion	TK	K	1	2	3	4	5	6	7	8
(a) (1) Caused, attempted to cause, or threatened to cause physical injury to another person.			5	2		3	4	3	2	2
(a) (2) Willfully used force or violence upon the person of another, except in self-defense.										
(b) Possessed, sold or otherwise furnished any firearm, knife, explosive, or other dangerous object without written permission from a certificated employee and concurrence by the principal or his Designee.										
(c) Unlawfully possessed, used, sold, or otherwise furnished or been under the influence of any controlled substance, alcoholic beverage, or intoxicant of any kind.										
(d) Unlawfully offered or arranged or negotiated to sell any controlled substance, an alcoholic beverage, or intoxicant of any kind, and then sold, delivered or otherwise furnished to any person another liquid substance, or material and represented the liquid, substance or material as a controlled substance, alcoholic beverage, or intoxicant.										
(e) Committed or attempted to commit robbery or extortion.										
(f) Caused or attempted to cause damage to school property or private property.			1							
(g) Stole or attempted to steal school property or private property.										
(h) Possessed or used tobacco.										
(i) Committed an obscene act or engaged in habitual profanity or vulgarity.			1	2	1	4	5	1	2	2
(j) Unlawfully offered, arranged or negotiated to sell any drug paraphernalia.										
(k) Disrupted school activities or otherwise willfully defied the valid authority of supervisors, teachers, administrators, or other school personnel engaged in the performance of their duties.		1	1	6	3	16	18	10	6	12
(l) Knowingly received stolen school property or private property.										
(m) Possessed an imitation firearm.										
(n) Committed or attempted to commit a sexual assault or committed a sexual battery.										
(o) Harassed, threatened, or intimidated a pupil who is a complaining witness or witness in a school disciplinary proceeding for the purpose of either preventing that pupil from being a witness, or retaliating against that pupil for being a witness, or both.										
(r) Engaged in an act of bullying, including bullying committed through electronic means.						1	3			
(48900.2) Sexual Harassment (Excluding grades K-3, inclusive)										
(48900.3) Causing, threatening to cause or participating in an act of hate violence. (Excluding grades K-3, inclusive)										
(48900.4) Intentionally engaged in harassment, threats, or intimidation, directed against a pupil or group of pupils, that is sufficiently severe or pervasive to have the actual and reasonably expected effect of materially disrupting class work, creating substantial disorder, and invading the rights of that pupil or group of pupils by creating an intimidating or hostile education environment. (A pupil or pupils enrolled in any of grades 4-12, inclusive.)										
.7 Made terroristic threats against school officials or school property.										
Total Number of Incidents	0	1	8	10	4	24	30	14	10	16

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

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

SUMMARY OF BUS VIOLATIONS

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

		MONTH:	March 1 - March 31			
	BEG BAL	RECEIPTS	DISBURSEMENTS	TRNFS	FEE/SVC CHG	ENDING BAL
Account Name						
PACE	\$535.68					\$535.68
102 PAL ST BODY	\$7,866.18		(\$805.02)			\$7,061.16
202 SPORTS	\$1,968.21					\$1,968.21
203 Boys Bball	\$1,545.46					\$1,545.46
204 Girls Bball	\$260.04					\$260.04
205 REFEREE	\$0.00					\$0.00
300 Yearbook	\$7,134.92	\$515.00				\$7,649.92
402 PAL LIBRARY	\$1,156.25	\$22.00				\$1,178.25
502 BAND	\$8,054.79		(\$40.00)			\$8,014.79
505 DRILL TEAM	\$303.11					\$303.11
506 6TH GRADE	\$1,376.13					\$1,376.13
507 7TH GRADE	\$151.75					\$151.75
509 8TH GRADE	\$2,027.77					\$2,027.77
511 CLUB LIVE	\$4,565.51					\$4,565.51
512 CHESS CLUB	\$611.96					\$611.96
513 FFA	\$9,341.02	\$715.00	(\$4,915.68)			\$5,140.34
514 Floral	\$6,354.12		(\$1,405.51)			\$4,948.61
Undeposited Funds	\$225.00					\$225.00
	\$53,477.90					\$47,563.69

May 18, 2026

Deborah Hoffman c/o
Palermo Union School Board
7390 Bulldog Way
Palermo, CA 95968

Upon your review, I am requesting that the following new titles be approved/added to the Helen Wilcox Library inventory.

New Book Purchases

Team Up! (Disney/Pixar Toy Story 5) (Step into Reading, Step 3) RH Disney



Pavlo Get the Grumps

Natalia Shaloshvili



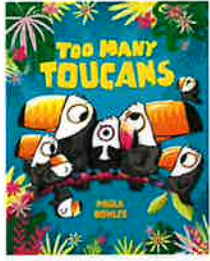
Potato Pants!

Laurie Keller



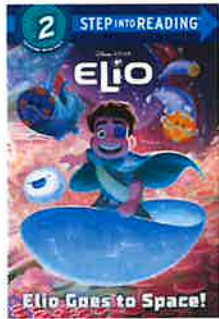
Too Many Toucans

Paula Bowles



Elio Goes to Space! (Disney/Pixar Elio) (Step into Reading, Step 2)

RH Disney



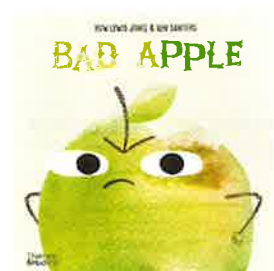
World of Reading: Spidey and His Amazing Friends The Ant Thief

Marvel Press Book Group



Bad Apple

Huw Lewis Jones



Pocket Peaches: At the Fair (Volume 2)

Dora Wang



Pocket Peaches: Game On (Volume 3)

Dora Wang



Bear (Bear's World)

Natalia Shaloshvili



Farm Animals (National Geographic Kids Readers, Level 1/Co-Reader) Joanne Mattern



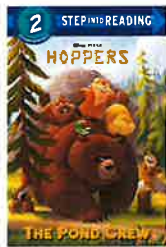
Marvel Super Hero Adventures: These are the Avengers-Level 1

Alexandra West



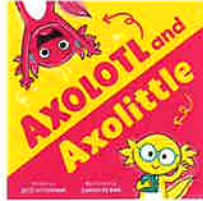
The Pond Crew (Disney/Pixar Hoppers) (Step into Reading, Step 2)

RH Disney



Axolotl and Axolittle

Jess Hitchman



Cloud Puppy

Kelly Leigh Miller



Purple Space Chickens: 5 Book Box Set (Dyslexia-Friendly)

Diane Alber



Hippo and Rabbit in Three Short Tales

Jeff Mack



Friends Are Forever (Disney/Pixar Luca) (Step into Reading, Step 2)

RH DISNEY



Spidey and His Amazing Friends: Super Hero Hiccups

DISNEY BOOKS



A Sea Monster Story (Disney/Pixar Luca) (Step into Reading, Step 3)

RH DISNEY



Home in a Lunchbox

Cherry Mo



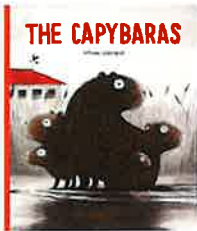
What A Small Cat Needs

Natalia Shaloshvili



The Capybaras

Alfredo Soderquit



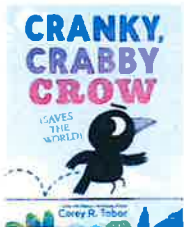
Dream Team (Disney Zootopia 2)

RH DISNEY



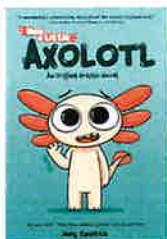
Cranky, Crabby Crow (Saves the World)

Corey Tabor



Max, a Little Axolotl #1

Joey Spiotto



Llamas (National Geographic Kids Readers, Level 1)

Maya Myers



For the Fans! (KPop Demon Hunters): Official Storybook

Angela Song



Disney Zootopia 2: The Junior Novelization

RH DISNEY



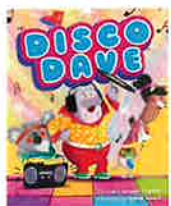
How to Befriend an Alien

RH DISNEY



Disco Dave

Jody Jensen Shaffer



FGTeeV Presents: Into the Game!: A Graphic Novel

FGTeeV



Seven Ruff-Ruff Rescues! (PAW Patrol)

Random House



Mater's Birthday Surprise (Disney/Pixar Cars)

Meissa Lagonegro



FGTeeV: Out of Time!

FGTeeV



Hello, Olaf! (Disney Frozen)

Andrea Posner



Zoo Crew (Disney Zootopia 2) (Step into Reading, Step 3)

RH Disney



Bird & Squirrel All Tangled Up: A Graphic Novel 1-5

James Burks



Five Fast Tales (Disney/Pixar Cars) (Step into Reading Collection

RH DISNEY



The Dog Show (Disney Stitch) (Step into Reading, Step 2)

RH DISNEY



Better Together (Disney Zootopia 2) (Step into Reading, Step 2)

RH DISNEY



Minecraft Volumes 1-3 (Graphic Novel)

Sfé R. Monster



Spring Fever! (Disney Stitch) (Step into Reading, Step 2)

Virginia Murphy



Moana's Story Collection (Step into Reading Collection)

Disney Storybook Art Team



Sea Turtles (New & Updated)

Gail Gibbons



Old Racers, New Racers (Step into Reading, Step 1)

RH DISNEY



Disney Zootopia: The Graphic Novel

RH DISNEY



Minecraft: The Ultimate Collection! (Step into Reading, Step 3)

Nick Eliopoulos



Five Puptacular Tales! (PAW Patrol) (Step into Reading)

Multiple Authors/Random House



Trolls Band Together: Family Harmony (Step into Reading, Step 3)

Random House



The Book That Can Read Your Mind

Marianna Coppo



FGTeeV Saves the World!: A Graphic Novel

FGTeeV



Race and Rescue!

RH Disney



Ghost Hunt! (Disney Frozen) (Step into Reading, Step 1)

Melissa Lagonegro



Five Enchanting Tales (Disney Princess)

RH Disney



The Big Case (Disney Zootopia)

Bill Scollon



The Accidental Minecraft



Pixel Ate

Mother's Day and the Graduation Ghost



Elaine Heney

The Christmas Market Robbery



Elaine Heney

Smuggler's Cove Blackthorn Stables September Mystery



Elaine Heney

Saddlestone Connemara Pony Listening School



Elaine Heney

The Mystery of the Pharaoh's Diamonds



Thomas Lockhaven

The Father's Day Thief

Elaine Heney



The 4th of July Heist

Elaine Heney



The New Year's Yoga Disaster

Elaine Heney



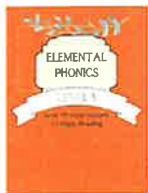
The Forgotten Horse

Elaine Heney



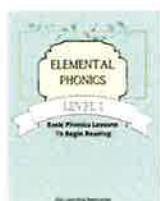
Elemental Phonics: Level 3

Jady Alvarez



Elemental Phonics: Level 1

Jady Alvarez



D.A.R.E Detectives: The Mystery on Lovett Lane

Robin Gillingham



St. Patrick's Day and the Lost Treasure Blackthorn Stables March Mystery - Dyslexia Friendly

Elaine Heney



The Valentine's Day Villain | Blackthorn Stables February Mystery - Dyslexia Font

Elaine Heney



Easter Trouble at the Chocolate Factory Blackthorn Stables April Mystery - Dyslexia Friendly

Elaine Heney



The Back to School Diamond Dilemma Blackthorn Stables August Mystery - Dyslexia Friendly

Elaine Heney



The Halloween Ghost | Blackthorn Stables October Mystery - Dyslexia Font

Elaine Heney



THE LEGEND OF JACK, JILL, AND THE PIRATE'S TREASURE:: An Action-Adventure
Chapter Book for Kids with Dyslexia

Adam Free



Thank you for taking the time to review these new materials for the Helen Wilcox Elementary School Library. If you have any questions, please feel free to reach out to me at hpeterston@palemok8.org.

Receptfully,
Heather Peterson
Helen Wilcox Elementary School

PUBLIC DISCLOSURE FORM

In Accordance with AB 1200 (Statutes of 1991, Chapter 1213) and GC 3547.5 and 3540.2

Palermo Union Elementary School District

Bargaining/Represented Unit: PTA

Certificated Classified Confidential Management

The proposed agreement covers the period beginning July 1, 2025 and ending June 30, 2026
 It will be acted upon by the District Governing Board at the meeting on June 10, 2026

A. Proposed Change in Compensation

Compensation	Cost prior to Proposed Agreement	Fiscal Impact of Proposed Agreement		
		Current Year Increase/Decrease to cost	Year 2 Increase/Decrease to cost	Year 3 Increase/Decrease to cost
1. Salary Schedule (This is to include Step and Column.)	8,319,504	0	0	0
2. Other Compensation Changes to Stipends, Bonuses, Longevity, O/T, Differential, etc.		0		
Description of "Other Compensation"				
3. Statutory Benefits STRS, PERS, FICA, WC, UI, Medicare, etc.	1,828,432	0	0	0
4. Health and Welfare Plans	1,331,554	50,260	50,260	50,260
5. Total Compensation (Add Items 1 thru 4)	11,479,490	50,260	50,260	50,260
Percentage Change		0.44%	0.44%	0.44%

B. Average Cost of Compensation per Employee

6. Total Number of Represented Employees (Use FTE's if appropriate)	83.8	83.8	83.8	83.8
7. Total compensation Cost for Average Employee	136,970	600	600	600

C. Change to Fund Balance

8. Fund Balance Prior to Agreement		8,453,998
9. Fund Balance Following Agreement		8,403,738
10. Change to Fund Balance		50,260
11. Economic Reserve Requirement		851,698

Disclosure of Collective Bargaining Agreement

Page 2

- 12. Provide a summary of the terms of the agreement.
Increase to district medical contribution of \$50/month effective July 1, 2026.
Off salary schedule payment of \$600 for employees receiving district medical contribution
in lieu of increase to district medical contribution for 2025/26.

- 13. What was the negotiated percentage increase approved? For example, if the increase in "Year 1" was for less than a full year, what was the percentage increase given, what is the effective date of the increase, and what is the annualized percentage increase?

- 14. Were any additional steps, columns, or ranges added to the schedules? (If yes, please explain)
No

- 15. Proposed negotiated changes in non-compensation items (e.g., class size adjustments, staff development days, teacher prep time, etc.)
Decrease in work year from 185 days to 183 days. No change to salary schedule.

- 16. What contingency language is included in the proposed agreement (i.e., re-openers, etc.)?
Compensation for 2025/26 remains open.

Source of Funding for Proposed Agreement

Current Year:

- Funding was included in adopted budget
- Funding will come from designated reserves
- Funding will come from: the General Fund.

Second Year:

- Funding was included in adopted budget
- Funding will come from designated reserves
- Funding will come from: the General Fund.

Third Year:

- Funding was included in adopted budget
- Funding will come from designated reserves
- Funding will come from: the General Fund.

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

The disclosure document must be signed by the district Superintendent and Chief Business Officer at the time of public disclosure.

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Chief Business Officer of Palermo Union Elementary

hereby certify that the District can meet the costs incurred under the Collective Bargaining

Agreement between the District and the Palermo Teacher's Association

Bargaining Unit, during the term of the agreement from 07/01/25 to 06/30/26.

The budget revisions necessary to meet the costs of the agreement in each year of its term are as follows:

Increase in health benefits will be included in the estimated actuals budget and 2026-27

original budget.

N/A (No budget revisions necessary)



District Superintendent
(Signature)

5/22/2026

Date



Chief Business Officer
(Signature)

5/22/2026

Date

CERTIFICATION NO. 2: CERTIFICATION OF ACCEPTANCE BY BOARD OF PROPOSED COLLECTIVE BARGAINING AGREEMENT

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

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

_____	06/10/26
District Superintendent (or Designee)	Date
(Signature)	
_____	530-533-4842
Ruthie Anaya, CBO	Phone
Contact Person	

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on June 10, 2026, took action to approve the proposed Agreement with the Palermo Teacher's Association Bargaining Unit.

_____	06/10/26
President (or Clerk), Governing Board	Date
(Signature)	

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

PUBLIC DISCLOSURE FORM

In Accordance with AB 1200 (Statutes of 1991, Chapter 1213) and GC 3547.5 and 3540.2

Palermo Union Elementary School District

Bargaining/Represented Unit: CSEA

Certificated Classified Confidential Management

The proposed agreement covers the period beginning July 1, 2025 and ending June 30, 2026
 It will be acted upon by the District Governing Board at the meeting on June 10, 2026

A. Proposed Change in Compensation

Compensation	Cost prior to Proposed Agreement	Fiscal Impact of Proposed Agreement		
		Current Year Increase/Decrease to cost	Year 2 Increase/Decrease to cost	Year 3 Increase/Decrease to cost
1. Salary Schedule (This is to include Step and Column.)	2,554,236	0	0	0
2. Other Compensation Changes to Stipends, Bonuses, Longevity, O/T, Differential, etc.		0		
Description of "Other Compensation"				
3. Statutory Benefits STRS,PERS,FICA,WC,UI, Medicare, etc.	877,446	0	0	0
4. Health and Welfare Plans	478,994	16,725	16,725	16,725
5. Total Compensation (Add Items 1 thru 4)	3,910,676	16,725	16,725	16,725
Percentage Change		0.43%	0.43%	0.43%

B. Average Cost of Compensation per Employee

6. Total Number of Represented Employees (Use FTE's if appropriate)	55.4	55.4	55.4	55.4
7. Total compensation Cost for Average Employee	70,577	302	302	302

C. Change to Fund Balance

8. Fund Balance Prior to Agreement		8,453,998
9. Fund Balance Following Agreement		8,437,273
10. Change to Fund Balance		16,725
11. Economic Reserve Requirement		851,698

Disclosure of Collective Bargaining Agreement

Page 2

- 12. Provide a summary of the terms of the agreement.
Increase to district medical contribution of \$50/month effective July 1, 2026.
Off salary schedule payment of \$600 for employees receiving district medical contribution
in lieu of increase to district medical contribution for 2025/26.

- 13. What was the negotiated percentage increase approved? For example, if the increase in "Year 1" was for less than a full year, what was the percentage increase given, what is the effective date of the increase, and what is the annualized percentage increase?

- 14. Were any additional steps, columns, or ranges added to the schedules? (If yes, please explain)
No

- 15. Proposed negotiated changes in non-compensation items (e.g., class size adjustments, staff development days, teacher prep time, etc.)

- 16. What contingency language is included in the proposed agreement (i.e., re-openers, etc.)?
Compensation for 2025/26 remains open.

Source of Funding for Proposed Agreement

Current Year:

- Funding was included in adopted budget
- Funding will come from designated reserves
- Funding will come from: the General Fund.

Second Year:

- Funding was included in adopted budget
- Funding will come from designated reserves
- Funding will come from: the General Fund.

Third Year:

- Funding was included in adopted budget
- Funding will come from designated reserves
- Funding will come from: the General Fund.

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


The disclosure document must be signed by the district Superintendent and Chief Business Officer at the time of public disclosure.

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Chief Business Officer of Palermo Union Elementary hereby certify that the District can meet the costs incurred under the Collective Bargaining Agreement between the District and the California School Employees Association #366 Bargaining Unit, during the term of the agreement from 07/01/25 to 06/30/26.

The budget revisions necessary to meet the costs of the agreement in each year of its term are as follows:

Increase in health benefits will be included in the estimated actuals budget and 2026-27 original budget.

N/A (No budget revisions necessary)



District Superintendent
(Signature)

5/29/2026

Date



Chief Business Officer
(Signature)

5/29/2026

Date

CERTIFICATION NO. 2: CERTIFICATION OF ACCEPTANCE BY BOARD OF PROPOSED COLLECTIVE BARGAINING AGREEMENT

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

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

_____	06/10/26
District Superintendent (or Designee)	Date
(Signature)	
_____	530-533-4842
Ruthie Anaya, CBO	Phone
Contact Person	

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on June 10, 2026, took action to approve the proposed Agreement with the California School Employees Association #366 Bargaining Unit.

_____	06/10/26
President (or Clerk), Governing Board	Date
(Signature)	

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

PUBLIC DISCLOSURE FORM

In Accordance with AB 1200 (Statutes of 1991, Chapter 1213) and GC 3547.5 and 3540.2

Palermo Union Elementary School District

Bargaining/Represented Unit: Classified Management, Certificated Management, Confidential & Superintendent

Certificated Classified Confidential Management

The proposed agreement covers the period beginning July 1, 2025 and ending June 30, 2026
 It will be acted upon by the District Governing Board at the meeting on June 10, 2026

A. Proposed Change in Compensation

Compensation	Cost prior to Proposed Agreement	Fiscal Impact of Proposed Agreement		
		Current Year Increase/Decrease to cost	Year 2 Increase/Decrease to cost	Year 3 Increase/Decrease to cost
1. Salary Schedule (This is to include Step and Column.)	1,701,598	0	0	0
2. Other Compensation Changes to Stipends, Bonuses, Longevity, O/T, Differential, etc.		0		
Description of "Other Compensation"				
3. Statutory Benefits STRS,PERS,FICA,WC,UI, Medicare, etc.	414,512	0	0	0
4. Health and Welfare Plans	213,734	7,800	7,800	7,800
5. Total Compensation (Add Items 1 thru 4)	2,329,844	7,800	7,800	7,800
Percentage Change		0.33%	0.33%	0.33%

B. Average Cost of Compensation per Employee

6. Total Number of Represented Employees (Use FTE's if appropriate)	13.0	13.0	13.0	13.0
7. Total compensation Cost for Average Employee	179,219	600	600	600

C. Change to Fund Balance

8. Fund Balance Prior to Agreement		8,453,998
9. Fund Balance Following Agreement		8,446,198
10. Change to Fund Balance		7,800
11. Economic Reserve Requirement		851,698

Disclosure of Collective Bargaining Agreement

Page 2

12. Provide a summary of the terms of the agreement.
Increase to district medical contribution of \$50/month effective July 1, 2026.
Off salary schedule payment of \$600 for employees receiving district medical contribution
in lieu of increase to district medical contribution for 2025/26.
13. What was the negotiated percentage increase approved? For example, if the increase in "Year 1" was for less than a full year, what was the percentage increase given, what is the effective date of the increase, and what is the annualized percentage increase?
14. Were any additional steps, columns, or ranges added to the schedules? (If yes, please explain)
No
15. Proposed negotiated changes in non-compensation items (e.g., class size adjustments, staff development days, teacher prep time, etc.)
Reduction in work days for certificated management with no changes to the salary schedule.
16. What contingency language is included in the proposed agreement (i.e., re-openers, etc.)?
Compensation for 2025/26 remains open.

Source of Funding for Proposed Agreement

Current Year:

- Funding was included in adopted budget
 Funding will come from designated reserves
 Funding will come from: the General Fund.

Second Year:

- Funding was included in adopted budget
 Funding will come from designated reserves
 Funding will come from: the General Fund.

Third Year:

- Funding was included in adopted budget
 Funding will come from designated reserves
 Funding will come from: the General Fund.

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


The disclosure document must be signed by the district Superintendent and Chief Business Officer at the time of public disclosure.

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Chief Business Officer of Palermo Union Elementary hereby certify that the District can meet the costs incurred under the Collective Bargaining Agreement between the District and the Classified Mgmt, Certificated Mgmt, Confidential and Superintendent Bargaining Unit, during the term of the agreement from 07/01/25 to 06/30/26.

The budget revisions necessary to meet the costs of the agreement in each year of its term are as follows:

Increase in health benefits will be included in the estimated actuals budget and 2026-27 original budget.

N/A (No budget revisions necessary)


District Superintendent
(Signature)

5/29/2026
Date


Chief Business Officer
(Signature)

5/29/2026
Date

CERTIFICATION NO. 2: CERTIFICATION OF ACCEPTANCE BY BOARD OF PROPOSED COLLECTIVE BARGAINING AGREEMENT

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

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

_____	_____
District Superintendent (or Designee)	06/10/26
(Signature)	Date
_____	_____
Ruthie Anaya, CBO	530-533-4842
Contact Person	Phone

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on June 10, 2026, took action to approve the proposed Agreement with the Classified Mgmt, Certificated Mgmt, Confidential, Superintendent Bargaining Unit.

_____	_____
President (or Clerk), Governing Board	06/10/26
(Signature)	Date

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

Tentative Agreement
Between
Palermo Union Elementary School District
And
Palermo Teachers Association

The Palermo Union Elementary School District and the Palermo Teachers Association agree to the following:

Article XIV: Compensation

A. Salaries

Off-Salary Schedule Compensation:

- All currently employed certificated bargaining unit members that were employed as of the signing of this tentative agreement, will receive a one-time, off-salary schedule compensation in the amount of \$600, in lieu of retroactively applying the \$50/month increase to benefits in the 2025-2026 school year.

B. Health and Welfare Benefits

- Increase the maximum District contribution for health benefits by \$50/month effective July 1, 2026. The new maximum District contribution will be \$1,300.00 per month per eligible employee effective July 1, 2026.


E. Length of Work Year

2. The teacher work year shall be 183 days. There will be two non-student work days at the beginning of each school year. On one of those days there shall be no district or site assigned group meetings.
3. The third non-student work day will occur after the last day of student instruction.

It is also mutually agreed that ratification of this agreement does not close Article XIV: Compensation for the 2025-2026 school year.

Retired Teacher Substitute Pay

Teachers who retire from Palermo Union Elementary School District and return as substitutes will be paid at their daily rate at the date of retirement for up to 22 days per school year. Retirees will be required to follow all STRS requirements for working after retirement.



Gary Rogers
Palermo Union Elementary School District

5/11/26

Date



Andy McCoy, Negotiations Chair
Palermo Teachers Association

5/11/26

Date

**TENTATIVE AGREEMENT
BETWEEN
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS PALERMO CHAPTER
#366 (together, "CSEA")
AND
PALERMO UNION ELEMENTARY SCHOOL DISTRICT ("District")**

May 20, 2026

The California School Employees Association and its Palermo Chapter #366 (together, "CSEA") and Palermo Union Elementary School District ("District", together referred to as the "Parties") enter into this Tentative Agreement ("Agreement") for 2025-2026 reopener negotiations.

AGREEMENT

1. The Parties agree to change language in Article 9 – Vacancies, Transfers, and Promotions as stated in attached Appendix A.
2. The Parties agree to change language in Article 10 – Leaves Policy as stated in attached Appendix B.
3. The Parties agree to add \$50 to the District Health and Welfare monthly contribution as stated in attached Appendix C.
4. The Parties agree to change language in Article 11 – Compensation as stated in attached in Appendix C.
5. The Parties agree to meet no later than October 30, 2026, to continue negotiations regarding 2025-2026 compensation under Article 11- Compensation.

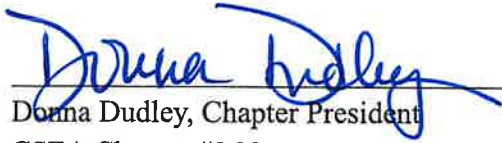
The Parties agree that, except as otherwise provided in this agreement this Agreement concludes 2025-2026 reopener negotiations.

This Agreement is subject to ratification by both Parties.



Gary Rogers, Superintendent
Palermo Union Elementary School District

5/20/26
Date



Donna Dudley, Chapter President
CSEA Chapter #366

5/20/26
Date



Rachael Tweedt, Chapter Secretary
CSEA Chapter #366

5-20-26
Date



Crystal Greer, Negotiations Committee Member
CSEA Chapter #366

5/20/26
Date



Kim Howell, Labor Relations Representative
California School Employees Association

5/20/26
Date

APPENDIX A

ARTICLE 9

VACANCIES, TRANSFER, AND PROMOTIONS

A. through B.1.(3) *Status Quo*

C. Vacancy Posting:

1. Prior to filling vacancies, the District shall post all vacancies for not less than 5 working days at each school site, transportation department, and District Office.
Vacancies will be posted internally and externally simultaneously.
2. Job vacancy postings shall include the job title, a brief description of the position and duties, the minimum qualifications required for the position, the minimum number of hours per day, days per week, and months per year assigned to the position, the wages range, and the deadline for filing an application.
3. During times when employees are not assigned for duty, the District will notify all CSEA members via telephone message that there is a CSEA bargaining unit position open and that the CSEA member should check their district email for more information regarding open positions.

D. through remainder of article *Status Quo*

APPENDIX B

Article 10

LEAVES POLICY

A. Sick Leave

1. through 10. *Status Quo*

11. When the current year and accumulated days of paid leave are exhausted for personal illness or injury, Unit members shall receive not less than one hundred (100) working days of paid sick leave, compensated at not less than 50% pay. Any of the 100 days of leave not used during the year credited shall be forfeited and shall not accumulate from year to year. Such paid sick leave shall be exclusive of any other paid leave, holidays, vacation or compensating time to which the unit member may be entitled.

B. through J. 2. *Status Quo*

K. Leaves of Absence to Attend Conferences

1. The District shall release, without loss of compensation, no less than two (2) delegates authorized to represent CSEA's Chapter #366 at CSEA's Annual Conference. If release time is required for less than two (2) such delegates to attend conference, the District shall only be required to release the actual number of delegates required by the Chapter. The Superintendent or designee may, at his/her discretion, release more than two (2) CSEA delegates without loss of compensation. This release time may only be used during non-student days. The District shall only be required to bear the cost of release time.

APPENDIX C

ARTICLE 11

COMPENSATION

A. Salary

1. The hourly rate of pay for each classification in the bargaining unit shall be in accordance with salary schedule is attached as Appendix A which is attached and incorporated as part of this Agreement.
2. When a unit member's regular assignment is in a combination of classifications, they shall be compensated at their current step in the highest classification of their assignment.

Step Place and Movement

3. Step credit shall be given to new bargaining unit members for related experience on a year for year basis for determining initial salary schedule placement. Related experience is determined by the District's sole discretion and is not subject to the grievance procedure.
4. Step increases shall become effective on July 1 of each year. In order for a newly hired bargaining unit member to be eligible for a step increase, the bargaining unit member must be hired before January 1st of the previous year.
5. In instances of a bargaining unit member being promoted to a classification with a higher salary range, the bargaining unit member shall be placed on the new range and step which provides for not less than a five percent (5%) increase, except that the unit member may be placed on the last step of the appropriate range, which may be less than 5%, if that is the maximum allowable for that classification.
6. In instances of a bargaining unit member who voluntarily accepts a position in a lower classification, the bargaining unit member shall retain the step placement held prior to the change on the new salary range.
7. When a unit member's regular assignment is in a combination of classifications, they shall be compensated at their current step in the highest classification of their assignment effective July 1, 2022. (not new - move to this section)

Out of Class Pay

8. A bargaining unit member may be requested to temporarily perform duties not included in his/her current position. A bargaining unit member working in a higher classification for more than one-half (1/2) of their contracted work day, or for any period of time that exceeds five (5) working days within a fifteen (15) calendar day period shall be compensated for this assignment on the same range that the out of classification duties are assigned on the step which provides for not less than a five percent (5%) increase, except that the unit member may be placed on the last step

of the appropriate range, which may be less than 5%, if that is the maximum allowable for that classification.

9. A bargaining unit member may work outside of their regularly contracted hours. If the out of contract hours are in a higher classification, the employee will be paid at step one of the higher classification. If the classification is a lower classification than their regular assignment, the employee will be paid at their same step in the lower classification.

~~2. Current regular employees who substitute temporarily in a position in a higher salary range will be paid at their current step in the salary range two ranges higher unless the first step of the range being substituted in is higher pay, in which case the employee will receive that higher pay for substitute work.~~

3. Retiree Longevity Recognition

a. ~~10.~~ The District wants to recognize unit members who have dedicated the majority of their career to the Palermo Union School District for their years of service in the District.

b. ~~11.~~ Unit members will received the following one time payment upon retirement from the Palermo Union School District:

20 years of service – 2% of base salary; not to exceed \$2,000

25 years of service – 3% of base salary; not to exceed \$3,000

30 years of service – 5% of base salary; not to exceed \$5,000

4. ~~When a unit member's regular assignment is in a combination of classifications, they shall be compensated at their current step in the highest classification of their assignment effective July 1, 2022.~~

B. Health and Welfare Benefits

1. The District will pay the following monthly benefits for those classified employees who are eligible. The payment will be for the period of the duration of this contract.

a. Medical

The District will pay for a Butte Schools Self-Funded Program (JPA) offered plan for medical benefits for family coverage for employees working four or more hours per day (subject to Article XI, paragraph B3). The maximum District monthly contribution for a medical plan is ~~\$1,301~~ \$1,351 per month per full-time eligible employee.

Employees may select any plan offered to the CSEA bargaining group by the Butte Schools Self-Funded Program (JPA). If the cost of the plan selected exceeds the district contribution for medical the employee must pay through payroll deduction the difference in cost. If the unit member chooses a plan that costs less than the district contribution for medical, the savings may be used to offset dental or vision premiums. Any unused portion of the medical contribution will be issued to the employee as pay in lieu of benefit.

B.1.b. through remainder of article *Status Quo*

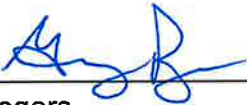
Tentative Agreement
Between
Palermo Union Elementary School District
And
Palermo Teachers Association

The Palermo Union Elementary School District and the Palermo Teachers Association agree to the following:

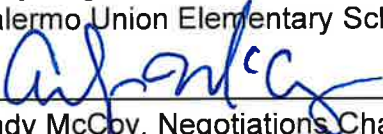
Article XIV: Compensation

A. 13. Stipends

d. In addition to the stipend listed in Attachment E, the Ag teacher may timecard up to 5 additional days, with district approval, for FFA fair activities when the fair dates are outside of the teacher contract year.



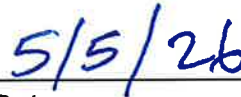
Gary Rogers
Palermo Union Elementary School District



Andy McCoy, Negotiations Chair
Palermo Teachers Association



Date



Date



every child
is capable of
greatness

Great Minds Quote

Date May 6, 2026
Expiration Date May 26, 2026
Prepared By Andrew Mendonca
Email andrew.mendonca@greatminds.org

Quote Number 00535998
Contact Name Gary Rogers
Phone (530) 533-4842
Email grogers@palermok8.org

Bill to Name Palermo Union School District
Bill To 7390 Bulldog Way
Palermo, CA 95968

Ship to Name Palermo Union School District
Ship To 7390 Bulldog Way
Palermo, CA 95968

End User Palermo Union School District

Make Payment to:
Great Minds PBC Tax ID: 84-3785772

Phone: 202.223.1854
Email: ordertracking@greatminds.org

Mail payment to:
Great Minds PBC
P.O. Box 200283
Pittsburgh, PA 15251-0283

Wire/ACH Silicon Valley Bank Beneficiary: Great Minds PBC
ABA #121140399 – Account #3303446795 Intl: SWIFT SVBKUS6S
Please email all remittance information to payments@greatminds.org.

Eureka Math 2 - Kit	ISBN	Quantity	List Price	Total Price
Grade K				
Eureka Math Squared California, Grade K, Comprehensive Bundle, 1 Yr (Student)	GM-04178	130.00	\$43.50	\$5,655.00
Eureka Math Squared California, Grade K, Comprehensive Bundle, 1 Yr (Teacher)	GM-04166	5.00	\$170.00	\$0.00
Eureka Math Squared California, Grade K, Comprehensive Bundle, 1 Yr (Teacher)	GM-04166	2.00	\$170.00	\$340.00
Grade 1				

Eureka Math 2 - Kit	ISBN	Quantity	List Price	Total Price
Eureka Math Squared California, Grade 1, Comprehensive Bundle, 1 Yr (Student)	GM-04179	138.00	\$49.20	\$6,789.60
Eureka Math Squared California, Grade 1, Comprehensive Bundle, 1 Yr (Teacher)	GM-04167	5.00	\$170.00	\$0.00
Eureka Math Squared California, Grade 1, Comprehensive Bundle, 1 Yr (Teacher)	GM-04167	2.00	\$170.00	\$340.00
Grade 2				
Eureka Math Squared California, Grade 2, Comprehensive Bundle, 1 Yr (Student)	GM-04180	145.00	\$49.20	\$7,134.00
Eureka Math Squared California, Grade 2, Comprehensive Bundle, 1 Yr (Teacher)	GM-04168	2.00	\$170.00	\$340.00
Eureka Math Squared California, Grade 2, Comprehensive Bundle, 1 Yr (Teacher)	GM-04168	5.00	\$170.00	\$0.00
Grade 3				
Eureka Math Squared California, Grade 3, Comprehensive Bundle, 1 Yr (Student)	GM-04181	132.00	\$49.20	\$6,494.40
Eureka Math Squared California, Grade 3, Comprehensive Bundle, 1 Yr (Teacher)	GM-04169	1.00	\$170.00	\$170.00
Eureka Math Squared California, Grade 3, Comprehensive Bundle, 1 Yr (Teacher)	GM-04169	5.00	\$170.00	\$0.00
Grade 4				
Eureka Math Squared California, Grade 4, Comprehensive Bundle, 1 Yr (Student)	GM-04182	133.00	\$49.20	\$6,543.60
Eureka Math Squared California, Grade 4, Comprehensive Bundle, 1 Yr (Teacher)	GM-04170	5.00	\$170.00	\$0.00
Grade 5				
Eureka Math Squared California, Grade 5, Comprehensive Bundle, 1 Yr (Student)	GM-04183	142.00	\$49.20	\$6,986.40
Eureka Math Squared California, Grade 5, Comprehensive Bundle, 1 Yr (Teacher)	GM-04171	5.00	\$170.00	\$0.00

Eureka Math Kits - Manipulative	ISBN	Quantity	List Price	Total Price
Grade K				
Eureka Math Squared - Complete Manipulative Kit, Grade K	GM-602210	7.00	\$568.00	\$3,976.00

Eureka Math Kits - Manipulative	ISBN	Quantity	List Price	Total Price
Grade 1				
Eureka Math Squared - Complete Manipulative Kit, Grade 1	GM-602211	7.00	\$544.00	\$3,808.00
Grade 2				
Eureka Math Squared - Complete Manipulative Kit, Grade 2	GM-602212	7.00	\$424.00	\$2,968.00
Grade 3				
Eureka Math Squared - Complete Manipulative Kit, Grade 3	GM-602213	7.00	\$540.00	\$3,780.00
Grade 4				
Eureka Math Squared - Complete Manipulative Kit, Grade 4	GM-602214	5.00	\$256.00	\$1,280.00
Grade 5				
Eureka Math Squared - Complete Manipulative Kit, Grade 5	GM-602215	5.00	\$252.00	\$1,260.00

PD - Services	ISBN	Quantity	List Price	Total Price
Grade Multiple				
Eureka Math Squared - Virtual PD Support Services - 3 Hours	GM-03333	1.00	\$1,250.00	\$1,250.00

Kit	\$45,893.00
Manipulative	\$17,072.00
Services	\$1,250.00

Solution Subtotal	\$64,215.00
Shipping and Handling	\$1,578.52
*Pre-Tax Solution Total	\$60,693.52
Estimated Sales Tax	\$4,773.88
Estimated S&H Tax	\$0.00
Total Solution:	\$65,467.40

This Quote is governed by the Terms and Conditions at <https://greatminds.org/customer-quote-terms> which are hereby incorporated by reference as if fully set forth herein.

**The estimated tax amounts provided in this quote are based on the state and local tax rates applicable at the time of quotation. These rates are subject to change by relevant tax authorities. The final tax amount on the invoice will reflect the applicable rates at the time of invoicing. If Customer is tax-exempt, valid exemption documentation must be provided prior to invoicing in order for the exemption to be applied.*

PALERMO UNION ELEMENTARY SCHOOL DISTRICT

2026-2027 SCHOOL YEAR

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

 Legal Holiday
 Break/Intersession (no students, teachers or 10 month employees)
[] Teacher Inservice Day (no students)
 Unless Otherwise indicated, every Friday is a 1 hour early dismissal

No Minimum Days for Community Day School *As per negotiated agreement, 12 month employees choose 1 floating holiday, with approval

Palermo Union Elementary School District 2026-2027 School Calendar

July 2026		103 /180				
		M	T	W	TH	F
3	Independence Day Holiday			1	2	[3]
		6	7	8	9	10
		13	14	15	16	17
		20	21	22	23	24
		27	28	29	30	31

January 2027		103 /180				
		M	T	W	TH	F
1	New Year's Day					[1]
1	Winter Break					
8	Progress Reports	4	5	6	7	8
		11	12	13	14	15
18	Martin Luther King Jr. Day	[18]	19	20	21	22
		25	26	27	28	29

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

February 2027		117 /180				
		M	T	W	TH	F
		1	2	3	4	5
12	Lincoln's Birthday	8	9	10	11	[12]
15	President's Day	[15]	16	17	18	19
12-19	February Break	22	23	24	25	26

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

March 2027		137 /180				
		M	T	W	TH	F
5	End of 2nd Trimester	1	2	3	4	5
		8	9	10	11	12
		15	16	17	18	19
		22	23	24	25	26
29-31	Spring Break	29	30	31		

October 2026		55 /180				
		M	T	W	TH	F
					1	2
5-12	October Break	5	6	7	8	9
		12	13	14	15	16
		19	20	21	22	23
30	End of 1st Trimester	26	27	28	29	30

April 2027		157 /180				
		M	T	W	TH	F
1-2	Spring Break				1	2
9	Progress Reports	5	6	7	8	9
		12	13	14	15	16
		19	20	21	22	23
		26	27	28	29	30

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

May 2027		177 /180				
		M	T	W	TH	F
		3	4	5	6	7
		10	11	12	13	14
21	Minimum Day 1.5 hrs	17	18	19	20	(21)
28	Minimum Day 1.5 hrs	24	25	26	27	(28)
31	Memorial Day	[31]				

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

June 2027		180 /180				
		M	T	W	TH	F
3	8th Grade Graduation/End of 3rd Trimester/Minimum Day 1.5 hrs		1	2	(3)*	4
4	Teacher Inservice Day/No Students	7	8	9	10	11
18	Juneteenth Holiday	14	15	16	17	[18]
		21	22	23	24	25
		28	29	30		

10/30 End of 1st Trimester (56) 3/5 End of 2nd Trimester (66) 6/3 End of 3rd Trimester (58) = Total 180

[] = Holiday (All Employees) □ = Teacher Inservice Day/No Students * = Campus Event ○ = Minimum Day (1.5 hrs) Break / Intersession

INDEPENDENT EDUCATIONAL EVALUATION SERVICE AGREEMENT

This INDEPENDENT EDUCATIONAL EVALUATION SERVICE AGREEMENT ("Agreement") is entered into by and between Palermo Union Elementary School District, a local educational agency (the "LEA"), and Matt McLaughlin ("Independent Evaluator") collectively referred to as "Parties", as of 5/1/2026 (date).

RECITALS

WHEREAS, pursuant to the Individuals with Disabilities Education Act ("IDEA") (20 U.S.C. § 1415(b)(1), 34 C.F.R. § 300.502(a)(1)) and California Education Code sections 56329 and 56506, under certain conditions, a parent is entitled to obtain an independent educational evaluation ("IEE") at public expense;

WHEREAS, an IEE is an evaluation conducted by a qualified examiner who is not employed by the public agency responsible for the education of the child in question (34 C.F.R. § 300.502);

WHEREAS, the parents of Aaliyah Villanueva ("Student"), have requested an IEE to be conducted by Independent Evaluator, a qualified examiner who is not employed by the LEA;

NOW, THEREFORE, the Parties agree as follows:

1. SCOPE OF SERVICES:

- a. Independent Evaluator shall provide the following services to conduct the following type of IEE (e.g., psycho-education evaluation, speech and language evaluation, etc.) psychoeducational evaluation :
 - i. Review of relevant records;
 - ii. Conduct interviews (e.g., Student, parent(s), teacher(s), service providers, and other individuals with knowledge regarding Student's educational needs);
 - iii. Conduct observations (e.g., testing/interview observations, classroom observations, observations in other settings at school);
 - iv. Administer testing based on referral questions and Student's needs and in accordance with Independent Evaluator's scope of practice (e.g., cognitive functioning, academic achievement, social-emotional functioning, communication development, etc.)
 - v. Complete a written report of the results of each assessment administered, findings and recommendations including the basis for the recommendations and provide the written report to the LEA and Student's parents simultaneously.
 - vi. Provide protocols that contain Student's personally identifiable information (e.g., score sheets) directly to the LEA following completion of the IEE;
 - vii. Attend an IEP meeting to present the results of the IEE; and
 - viii. Complete the IEE without unreasonable delay.
- b. Independent Evaluator shall perform the IEE in the same type of location and /or setting as that used by the LEA in providing similar evaluations. If the LEA observed Student in conducting its assessment, or if the LEA's assessment procedures make it permissible to have in-class observation of a pupil, an equivalent opportunity shall apply to the IEE of Student in the Student's current educational placement and setting, and observation of an educational placement and setting, if any, proposed by the LEA.

- c. The IEE shall comport with the professional standards applicable to the Independent Evaluator's applicable license or credential in the area assessed in the IEE.
- d. Independent Evaluator represents that the Independent Evaluator is knowledgeable of Student's disability and is competent to perform the IEE of Student in a professional manner, without the advice, control or supervision of the LEA. Independent Evaluator shall be solely responsible for the professional performance of the IEE, and shall receive no assistance, direction or control from the LEA. Independent Evaluator shall have sole discretion and control of Evaluator's services and the manner in which they are performed.
- e. Testing and assessment materials and procedures used must be selected and administered so as to not be racially, culturally, or sexually discriminatory. The materials and procedures shall be provided in the pupil's native language or mode of communication, unless it is clearly not feasible to do so. Tests and other assessment materials shall have been validated for the specific purpose for which they are used; must be administered by trained personnel; and must be tailored to assess specific areas of educational need. Independent Evaluator shall use a variety of assessment tools and strategies to gather relevant functional, developmental, and academic information to determine whether Student is eligible for special education services. Independent Evaluator understands the implication of the court case *Larry P. v. Riles*, 793 F.2d 969 (9th Cir. 1984) and will work collaboratively with the LEA to address concerns.

2. EFFECTIVE DATE OF AGREEMENT

This Agreement shall become effective upon signature by both Parties and upon approval or ratification by the LEA's Governing Board if required as determined by the LEA. This Agreement shall terminate upon the Independent Evaluator's completion of the IEE and attendance at an IEP team meeting for Student, unless terminated earlier pursuant to the terms of this Agreement.

3. INDEPENDENT CONTRACTOR

Independent Evaluator affirms that he/she is not an agent or employee of the LEA and shall at all times be an independent contractor. The Agreement is not intended to and shall not be construed to create the relationship of agent, servant, employee, partnership, joint venture, or association. The Independent Evaluator understands and agrees that he/she shall be responsible for providing its own salaries, payroll taxes, withholding, insurance, workers compensation coverage and all other benefits of any kind, as required by law, for its own employees, and assumes the full responsibility for the acts and/or omissions of his/her employees or agents as they relate to the services to be provided under this Agreement.

4. STUDENT RECORDS AND INFORMATION

The LEA will prepare and furnish to the Independent Evaluator, upon request, access to confidential student records of Student as is reasonably necessary to the performance of the Independent Evaluator under this Agreement. Independent Evaluator understands that student records contain personally identifiable information which is protected by the Family Educational Rights and Privacy Act of 1974 ("FERPA") and California law. Independent Evaluator hereby agrees, in accordance with the provisions of FERPA and California law, to preserve the confidentiality of all student records that he or she views or

has access to during the course of the working relationship with the LEA. Independent Evaluator understands that access to student records is granted solely on the need to fulfill his/her contractual responsibilities and that he/she will not copy, store, disclose or otherwise use such information except in the fulfillment of these responsibilities.

Independent Evaluator acknowledges that he or she fully understands that the intentional disclosure of this information to any unauthorized person could subject Independent Evaluator to criminal and civil penalties imposed by law. Independent Evaluator further acknowledges that such willful or unauthorized disclosure also violates LEA policy and could constitute cause for termination of the relationship with the LEA, regardless of whether criminal or civil penalties are imposed.

5. PAYMENT

Independent Evaluator shall submit an invoice including dates of assessment, observation(s), and hourly rates to LEA upon completion of the IEE and a completed Request for Taxpayer Identification Number (IRS Form W9). LEA shall pay the Independent Evaluator \$275 per hour, not to exceed \$5000 in total for services provided pursuant to this Agreement. Payment shall be made upon receipt of the written report provided pursuant to the terms of this Agreement in accordance with the LEA's normal billing cycles.

6. FINGERPRINTING

Independent Evaluator shall comply with the requirements of California Education Code sections 44237, 35021.1 and 35021.2 including, but not limited to: obtaining clearance from the California Department of Justice (hereinafter referred to as "CDOJ") for any person with regular student contact prior to service with any LEA student. Independent Evaluator hereby agrees that he or she shall not come in contact with LEA students until CDOJ clearance is obtained. Independent Evaluator shall certify in writing to LEA that neither he/she nor any of their employees, volunteers, subcontractors or any person employed directly or indirectly by it who may come into contact with LEA students have been convicted of a violent or serious felony as those terms are defined in California Education Code section 44237(h), unless despite the employee's conviction of a violent or serious felony, he or she has met the criteria to be eligible for employment pursuant to California Education Code section 44237(i) or (j).

Clearance certification shall be submitted to the LEA upon request. In addition, Independent Evaluator shall make a request for subsequent arrest service from the CDOJ as required by California Penal Code section 11105.2.

7. TERMINATION OF AGREEMENT

This Agreement shall terminate on the last day of service as provided above except:

- a. LEA may terminate at any time if Independent Evaluator does not perform, or refuses to perform according to this Agreement.
- b. LEA may terminate services of Independent Evaluator at any time if, in the professional judgment of the LEA representative named herein, Independent Evaluator's performance is unsatisfactory as to the manner of performance or the product of said performance fails to meet LEA's requirements.

- c. In the event of early termination, Independent Evaluator shall be paid for all work or services performed to the date of termination together with an amount of approved expenses due and owing.
- d. Written notice by LEA shall be sufficient to cease further performance of services by Independent Evaluator. The notice shall be deemed given when received by Independent Evaluator or not later than three days after the date of mailing, whichever is sooner.

8. HOLD HARMLESS AGREEMENT

Independent Evaluator agrees to and shall defend, hold harmless and indemnify LEA, its officers, agents, and employees from every claim or demand and every liability or loss, damage, or expense of any nature whatsoever, which may be incurred by reason of:

- a. Liability for damages for death or injury to person or property, or any other loss, damage or expense sustained by the Independent Evaluator or any person, firm or corporation employed by the Independent Evaluator upon or in connection with the services called for in this Agreement, except for liability for damages referred to above which result from the sole negligence or willful misconduct of the LEA, its officers, employees, or agents.
- b. Any injury to or death of persons or damage to property, sustained by any persons, firm or corporation, including the LEA, arising out of, or in any way connected with the services covered by this Agreement, regardless of the location where the injury was suffered, except for liability for damages which result from the sole negligence or willful misconduct of the LEA, its officers, employees, or agents.

The foregoing defense and indemnity obligations shall survive the termination of the Agreement. At all times when this Agreement is in effect, the Independent Evaluator, at Independent Evaluator's sole expense, shall maintain in full force and effect a policy of comprehensive general liability insurance.

9. ASSIGNMENT OF AGREEMENT

Independent evaluator shall not assign nor transfer by operation of law or otherwise any or all rights, burdens, duties, or obligations under this Agreement without prior written consent of the LEA. Any assignment not approved in writing is void. To the extent the parties agree to an assignment or subcontract, such subcontracts or assignments may be entered into only with providers which possess the required qualifications for performance of an IEE. Any subcontractor or assignee shall be bound by all of the terms of this Agreement, including but not limited to all indemnification provisions.

10. ANTI-DISCRIMINATION

It is the policy of the LEA that in connection with all work performed under agreements, there shall be no discrimination against any employee engaged in the work because of race, religion, ethnic background, or national origin, language, gender, sexual orientation, economic status, physical or developmental disabilities, or other special needs, and therefore the Independent Evaluator agrees to comply with the applicable Federal and California Laws, including but not limited to the California Fair Employment & Housing Act and applicable regulations.

11. INSURANCE

The Independent Evaluator shall not commence work under this Agreement until it has obtained the insurance required under this paragraph and satisfactory proof of such insurance has been submitted and approved by the LEA. Except for worker's compensation insurance, the policy shall not be amended or modified, and the coverage amounts shall not be reduced without the LEA'S written consent. LEA shall be named as an additional insured and be furnished thirty (30) days written notice prior to cancellation.

- a. The Independent Evaluator shall procure and shall maintain during the life of this agreement Worker's Compensation Insurance on all of its employees to be engaged in work on the project under this agreement.
- b. The Independent Evaluator shall procure and maintain during the life of this agreement, a policy of General Liability Insurance in the amount of \$1,000,000 for bodily injury and property damage, which policy shall name LEA an additional insured.

12. EMPLOYEE OF ANOTHER PUBLIC AGENCY

Independent Evaluator, if an employee of another public agency, certifies that Independent Evaluator will not receive salary or remuneration, other than vacation pay, as an employee of another public agency for the actual time in which services are actually being performed pursuant to this Agreement.

13. MODIFICATION

This Agreement may be modified or amended only by a written document signed by authorized representatives of LEA and Independent Evaluator.

14. ENTIRE AGREEMENT

This Agreement constitutes the entire agreement between the parties with respect to the subject matter of this Agreement and supersedes any prior or contemporaneous understanding or agreement with respect to the services contemplated.

15. GOVERNING LAW

The terms and conditions of this Agreement shall be governed by and construed in accordance with the laws of the State of California with venue in Butte County, California.

16. SEVERABILITY

If any provision of this Agreement is held, in whole or in part, to be unenforceable for any reason, the remainder of that provision and of the entire agreement shall be severable and remain in effect.

17. DISPUTE RESOLUTION

Disagreements arising under this Agreement shall first be brought to the attention of the other party, in writing. Within fifteen (15) days of receipt of the written notice, the LEA's authorized representative and the Independent Evaluator, will meet in an attempt to resolve the dispute to the mutual satisfaction of

both parties. If this meeting fails to resolve the dispute, the parties shall jointly identify a neutral third party mediator to engage in mediation in an attempt to resolve the dispute. Should the parties not agree on the selection of a mediator, a mediator shall be assigned through the mediator selection process offered by JAMS. The costs of mediation will be split between the parties and shall take place in a mutually agreeable location.

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed.

INDEPENDENT EVALUATOR

LEA

Signature

Ruthie Anaya

Signature

Date

5/26/20

Date

Printed Name

Ruthie Anaya

Printed Name

Address

7390 Bulldog Way

Address

City, State, Zip

Palermo, CA 95968

City, State, Zip

Phone No.

Fax No.

533-7801

Phone No.

Fax No.

Federal ID for Business/Social Security No. for Individuals

Date of Approval by LEA Governing Board, if Required: n/a



**NOTIFICATION TO CONSOLIDATE
GOVERNING BOARD MEMBER
ELECTIONS**

Date: May 28, 2026
To: Palermo Union Elementary School District
From: Mary Sakuma, Butte County Superintendent of Schools
Re: Notification to Consolidate Governing Board Member Elections

In accordance with the provisions of the Education Code, you are hereby notified that the governing board member election to be held on November 3, 2026, is required to be consolidated with the General Election in Butte County.

NUMBER OF GOVERNING BOARD MEMBERS TO BE ELECTED:

3 for a 4-year term to fill the seats of the following governing board members:

**Cody L. Nissen
Kimberly Tyler
Justin Younger**

*Notification to a high school board may name elementary districts here or an attached list, or may read here "in each elementary school district comprising the above-named High School Districts."

Remaining Board Members: **Debbie Hoffman, Mark McClarren**



Resolution No. 26-11
Regarding Costs of Candidates' Statements

WHEREAS, pursuant to Elections Code § 13307 – 133307.5, each candidate for elective office may prepare a candidate’s statement for inclusion in the voter’s pamphlet.

BE IT THEREFORE RESOLVED by the Governing Board of the Palermo Union Elementary School District, that each candidate for a position on the Governing Board shall be required to pay his or her pro rata share of the cost of printing, handling, translating and mailing of the candidate’s statement filed pursuant to California Elections Code § 13307 – 133307.5, in accordance with said section for the General Election to be held November 3, 2026.

PASSED AND ADOPTED by the Palermo Union Elementary School District Governing Board, this 10th day of June, 2026 by the following vote:

AYES: _____
(Board Member’s Names)

NOES: _____
(Board Member’s Names)

ABSENT: _____
(Board Member’s Names)

ABSTENTION: _____
(Board Member’s Names)

(President of the Governing Board)

ATTEST:

By: _____
(Secretary of the Governing Board)



Resolution No. 26-12
Order of Election
(Education Code § 5000, 5018, 5304 & 5322)

Resolution Ordering Governing Board Member Election

WHEREAS, the regular biennial election of Governing Board members is ordered by law pursuant to Section 5000 of the Education Code to fill offices of Governing Board members of the Palermo Union Elementary School District of Butte County, now be it

RESOLVED that, the County Superintendent of Schools for this county call the election as ORDERED and in accordance with the designations contained in the following Specifications of the Election Order made under the authority of Education Code § 5304 and 5322.

Specifications of the Election Order

The election shall be held on Tuesday, November 3, 2026.

The purpose of the election is to elect two (3) members of the Governing Board of the Palermo Union Elementary School District.

Offices Subject to Election: Three (3) Members 4-year terms

IT IS FURTHER ORDERED that the clerk or secretary of the Palermo Union Elementary School District Governing Board shall deliver not less than 123 days prior to the date set for the election, one (1) copy of the officer conducting the election.

The foregoing Resolution and Order was adopted by a formal vote of the Palermo Union Elementary School District Governing Board of Butte County, being the board authorized by law to make the designations therein contained on June 10, 2026.

Signed: _____
(Clerk/Secretary of the Governing Board)

Instructions: After the Order of Election is adopted by the board, the clerk or secretary should sign the Order and deliver two (2) copies to the County Superintendent of Schools and one (1) to the officer conducting the election, not less than 123 days prior to the date set for the election (Election Code 5322). One (1) of these copies is to be delivered by the County Superintendent to the County Clerk or Registrar of Voters, with a copy of the Notice of Election, at least 120 days prior to the day of election (Education Code 5324).

Instruction: If the election is called under Education Code § 5018 insert:

"Another purpose is to measure whether the number of members of the Governing Boards of the Palermo Union Elementary School District shall be increased from three to five."

AND

"Another purpose of the election shall be to elect two additional members of the governing board of the Palermo Union Elementary School District to serve if the above measure is approved."

Remaining Board Members: Debra Hoffman and Mark McClarren



**Resolution No. 26-13
Establishing Procedure**

In Case of Tie Vote at Governing Board Election

WHEREAS, three (3) members of the Palermo Union Elementary School District Governing Board are to be elected at the November 3, 2026 election; and

WHEREAS, Education Code § 5304 provides that the Governing Board has the duty to resolve tie votes in governing board elections; and

WHEREAS, Education Code § 5016 provides that the Governing Board may either call a runoff election or determine the winner or winners by lot.

BE IT THEREFORE RESOLVED that, in the event a tie vote makes it impossible to determine which of three or more candidates has been elected to the Governing Board, the winner shall be determined by lot.

PASSED AND ADOPTED by the Palermo Union Elementary School District Governing Board, this 10th day of June, 2026 by the following vote:

AYES: _____
(Board Member's Names)

NOES: _____
(Board Member's Names)

ABSENT: _____
(Board Member's Names)

ABSTENTION: _____
(Board Member's Names)

(President of the Governing Board)

ATTEST:

By: _____
(Secretary to the Board)

Remaining Board Members: Debra Hoffman and Mark McClarren

CLAIM FOR DAMAGES

NOTE: If the occurrence happened on January 1, 1988, or after this date, then a claim for bodily injury or death, damage to personal property, or damage to growing crops must be filed not later than six months after the occurrence out of which the claim arose. All other claims must be filed not later than one year after the occurrence. (Refer to California Government Code Section 911.2)

NAME OF SCHOOL DISTRICT INVOLVED: Palermo Union School District

NAME OF CLAIMANT: Mr. Hudson Janeene L. (Last) (First) (Middle)

(Injured or damaged party) (MRS) 1-9-84 554-83-8776 D2358592 (Date of Birth) (Social Security No.) (CA Drivers License No.)

HOME ADDRESS/PHONE 1911 Mt. Ida Rd Oroville CA 95966 530-354-6367 (Number/Street) (City/State/Zip Code) (Phone Number)

BUSINESS ADDRESS/PHONE (Number/Street) (City/State/Zip Code) (Phone Number)

NAME OF CLAIMANTS PARENT/GUARDIAN (Last) (First) (Middle)

WHEN DID INJURY, DAMAGE OR LOSS OCCUR? 4-2-26 Thursday +/- 10:55 A.M. (Month/Day/Year) (Day of Week) (Time of Day) P.M.

WHERE DID INJURY, DAMAGE OR LOSS OCCUR? (School, street address, intersecting streets, or other location) Honcut Elementary School

HOW DID INJURY, DAMAGE OR LOSS OCCUR: (Describe accident or occurrence in complete detail) A child (Dominick Ramirez Solis) threw a rock and broke my windshield

NAMES OF ANY WITNESSES? on camera

NAMES OF DISTRICT EMPLOYEE (S) INVOLVED?

POLICE/CHP/SHERIFF REPORT NUMBER None

WHAT ACTION OR INACTION OF DISTRICT EMPLOYEE (S) CAUSED YOUR INJURY, DAMAGE OR LOSS? none

WHAT INJURIES, DAMAGES or LOSSES DID YOU SUFFER? Broken windshield (Front)

INSTRUCTIONS: Attach and include with this completed form any bills for medical treatment or expenses and estimate of damage for personal property damage.

TOTAL AMOUNT CLAIMED \$ see attached estimate

INSTRUCTIONS: Sign and date this Claim for Damages below. If the signer is not the claimant indicate the relationship of the signer to the claimant (parent, guardian, attorney, etc.)

Jaalem Hudson 4-27-26 (Signature) (Month/Day/Year)

(Relationship of signer, if not claimant) (Address) (Phone Number)

NOTE: PRESENTATION OF A FALSE CLAIM IS A FELONY.

COX GLASS LLC
1860 EHMANN ST
OROVILLE, CA 95966-5322

PH:(530) 533-1166 FAX:(530) 533-0387

Contractor License: 1132719
Federal Tax ID: 33-2459275
State License: ARD00265179

P/O#:

Cust State Tax ID:
Cust Fed Tax ID:
Ship Via:

Quote: Q004266

Date: 4/9/2026
Time: 12:33 PM

Taken By:
Installer:
SalesRep:

Adv. Code:

Bill To: DAILY CASH SALES

Sold To: DAILY CASH SALES

BRIAN HUDSON

BRIAN HUDSON

Vehicle Information

Make: Toyota
Odometer:

Model Style: Camry 4 Door Sedan
VIN: 4T1T11AK9RU235742

Year: 2024
License:

Qty	Part Number	Description	List	Disc%	Sell	Total
1	56101-06J80	Windshield-(3rd Visor Frit,Acoustic Interlayer,LDWS,Forward Collision Alert,High Beam Assist,Solar) TOYOTA GLASS	*\$625.00	0	\$625.00	\$625.00
1	40F	40 Flat	\$180.00	0	\$180.00	\$180.00
1	HAH000004	Adhesive-(2.0 Urethane,Dam,Primer)	\$25.00	0	\$25.00	\$25.00
1	PCK-4734-18	Clip(S)-(Moulding,Kit,24pcs)	\$68.19	0	\$68.19	\$68.19
1	RECAL-STATIC	STATIC RECALIBRATION	\$425.00	0	\$425.00	\$425.00

** Indicates User Altered List Price

--PAYMENT IS DUE UPON RECEIPT. PAYMENTS PAST 30 DAYS WILL INQUIRE A LATE FEE OF A MINIMUM OF \$25.00 PER MONTH

--THANK YOU FOR YOUR BUSINESS

--VISIT OUR WEBSITE AT WWW.COXGLASSCO-CA.COM

THIS IS NOT A RECEIPT -- DO NOT PAY

Cash

Sub Total: \$1,323.19

Tax: \$66.43

Total: \$1,389.62

ATTACHMENT A

INSTRUCTIONAL MATERIALS ALIGNMENT PROCESS OVERVIEW

Purpose

The purpose of the Instructional Materials Alignment Process was to review instructional materials currently utilized across grade levels to ensure alignment with district curriculum, instructional goals, and Board policies and administrative regulations related to instructional materials.

Background

Palermo Union Elementary School District utilizes district adopted curriculum resources along with supplemental instructional materials to support rigorous and engaging instruction for students. Over time, instructional practices and instructional resources evolve as teachers work collaboratively to meet student needs and support district instructional goals.

As part of ongoing continuous improvement efforts, district staff and grade level teams conducted a review of instructional materials currently utilized within English Language Arts classrooms.

Review Process

The review process included:

- Identification of instructional materials currently utilized across grade levels
- Collaboration with grade level teams and instructional staff to review materials for alignment to curriculum and instructional goals
- Identification of materials as either:
 - Embedded curriculum resources utilized as part of district adopted curriculum resources
 - Supplemental instructional materials utilized to enhance instruction
- Verification that materials support district instructional goals, grade level standards, and age-appropriate instructional practices

Next Steps

Recommended instructional materials will be made available for public inspection from June 11, 2026 through July 21, 2026.

Following the public inspection period, staff recommendations will return to the Governing Board for consideration.

Moving forward, instructional materials reviews will occur periodically to ensure continued alignment, consistency, transparency, and support for high quality instruction across grade levels.

ATTACHMENT B

EMBEDDED CURRICULUM RESOURCES

The following instructional materials have been identified through the Instructional Materials Alignment Process as instructional resources embedded within district adopted curriculum resources and/or utilized to support implementation of district curriculum.

Grade	Title	Instructional Use
6	The Lightning Thief	ELA Novel Study / Literature Analysis
6	Hatchet	ELA Novel Study / Literature Analysis
6	Hoot	ELA Novel Study / Literature Analysis
6	A Wrinkle in Time	ELA Novel Study / Literature Analysis
6	Touching Spirit Bear	ELA Novel Study / Literature Analysis
6	Roll of Thunder, Hear My Cry	ELA Novel Study / Literature Analysis
7	Flesh and Blood So Cheap	Informational Text / Literature Study
7	The Jungle Book	ELA Novel Study / Literature Analysis
7	Harry Potter and the Sorcerer's Stone	ELA Novel Study / Literature Analysis
7	Tangerine	ELA Novel Study / Literature Analysis
7	A Long Walk to Water	ELA Novel Study / Literature Analysis
7	Barrio Boy	Literature / Memoir Study
7	The Giver	ELA Novel Study / Literature Analysis
7	Stargirl	ELA Novel Study / Literature Analysis
7	An American Plague	Informational Text / Literature Study
8	The Hunger Games	ELA Novel Study / Literature Analysis
8	The Outsiders	ELA Novel Study / Literature Analysis
8	Anne Frank: The Diary of a Young Girl	Literature / Historical Study
8	The Diary of Anne Frank (Play Adaptation)	Literature / Historical Study
8	The Call of the Wild	ELA Novel Study / Literature Analysis

ATTACHMENT C

SUPPLEMENTAL INSTRUCTIONAL MATERIALS

The following materials have been identified through the Instructional Materials Alignment Process as supplemental instructional materials utilized to enhance instruction and support district courses of study.

Grade	Title	Instructional Use
6	The City of Ember	Supplemental Novel Study / Literature Analysis
7	The Maze Runner	Supplemental Novel Study / Literature Analysis
7	Before the Ever After	Supplemental Novel Study / Literature Analysis