

SHANDON JOINT UNIFIED SCHOOL DISTRICT
Regular Board Meeting Agenda
July 21, 2020

Time: 6:30PM. – Closed Session 7:00PM Open Session;
Location: Shandon High School- Gym

Per Government Code 54953.5, this Open Session Meeting of the Board may be recorded with an audio or video recorder, which recording shall be subject to inspection pursuant to the California Public Records Act, at the SJUSD District Office. This recording may be erased or destroyed after 30 days of the recording.

This Meeting is being held pursuant to Executive Order N-25-20 issued by California Governor Gavin Newsom on March 12, 2020. Any or all board members may attend the meeting by phone without advance notice. If you are unable to attend this meeting due to COVID-19 sheltering in place and wish to have your public comment read to the audience, you may send your comment to mail to: ggavilanes@shandonschools.org. Please limit your comment to no longer than three minutes in length. A link to participate in a zoom meeting will also be made available on the District's website ahead of the meeting on Tuesday, July 21, 2020.

1.0 OPEN SESSION

- 1.1 Call to Order and Roll Call**
Marlene Thomason, President
Jennifer Moe
Robert Van Parlet
Nataly Ramirez
Flint Speer

- 1.2 Public Comment Limited to Closed Session Items**

The opportunity is provided to allow the public to comment for a period of up to three (3) minutes prior to the Board's consideration of any closed session agenda item. An additional opportunity is provided later in the agenda for comment on open session agenda items or items not on the agenda. [G.C. § 54954.3]

2.0 CLOSED SESSION

- 2.1 PUBLIC EMPLOYEE REAPPOINTMENT (OTHER THAN COMPENSATION)**
Job Title: Superintendent/Principal
- 2.2 Conference with Labor Negotiators (G.C. 54957.6)-**
Agency Designated Representative: Marlene Thomason
Unrepresented Position: Superintendent/Principal
- 2.3 Review and Possible Action on Appointment, Employment, Discipline, Resignation and Dismissal of District Employee(s) Pursuant to Government Code § 54957, Public Employment**

3.0 RECONVENE SESSION / PLEDGE OF ALLEGIANCE TO THE FLAG

4.0 REPORT ON ACTION FROM CLOSED SESSION

5.0 ADOPTION OF AGENDA

6.0 PUBLIC COMMENT

- 6.1 PUBLIC COMMENT**

Comments from the public are limited to items both within the Board's jurisdiction, as well as not on the agenda. The Board may limit public comments to not more than three (3) minutes per person or a total of 20 minutes per topic at the discretion of the Board President. Public comment will also be allowed on each specific agenda item prior to Board action thereon. [G.C. § 54954.2, .EC. § 35145.5, BB 9323]

- 6.2 PUBLIC HEARING – Sunshine of Shandon Classified School Employees Association/CSEA Initial Proposal to the District**

7.0 REPORTS FROM SCHOOL RELATED GROUPS (oral)

- 7.1 Student Body Reports**
- 7.2 Staff Reports**
- 7.3 Bargaining Representative Report**
- 7.4 Board Report**

8.0 INFORMATION/PRESENTATION ITEMS

8.1 SMS Honor Roll

-List of honor roll students from the 2nd semester.

8.2 Superintendent's Report

- Update on lighting project
- Update on SLO Co schools re-opening plans
- Fair Update

9.0 APPROVAL OF CONSENT AGENDA

(Unless the Board pulls an item for separate action, the items listed below are approved without discussion.)

- 9.1 Approval of the Minutes of June 16, 2020 Board Meeting
- 9.2 Approval of the Minutes of June 25, 2020 Special Board Meeting
- 9.3 Approval of the Ratification of the Personnel Action Report
- 9.4 Approval of agreement for credentialed nursing services
- 9.5 Approval of agreement for occupational therapist services
- 9.6 Approval of agreement for LVN nursing services
- 9.7 Approval of agreement for speech and language services
- 9.8 Approval of Quarterly Williams Uniform Complaint Report

10.0 DISCUSSION/ACTION ITEM

- 10.1 Discussion and possible approval of report of plan for SJUSD safe reopening of schools for 2020-21 school year
- 10.2 Adoption of Resolution 2020-21-01 approving plan for the safe reopening of schools and delegate emergency authority during the coronavirus/COVID-19 pandemic
- 10.3 Discussion and possible approval of Bid for a walk-in cooler and exhaust fan
-Jr Barto heating and A/C bid for \$9,423 for a walk-in cooler and exhaust fan.
- 10.4 Public employee appointment and approval of 2020-2024 Contract of Employment Job Title: Superintendent/Principal
-Review and approval of new contract for Kristina Benson for 2020-2024.

11.0 FUTURE AGENDA ITEM REQUESTS

12.0 ANNOUNCEMENTS

The next regular meeting of the Board of Trustees is scheduled for August 4, 2020 at Shandon High School, Closed Session at 6:00 PM, Open/Regular Session at 6:30 PM

13.0 ADJOURNMENT

"Due to public health directives relating to the COVID-19 pandemic, any materials required by law to be made available to the public prior to or during a meeting of the Board of Trustees of the District can be accessed on the District's website: www.shandonschools.org. In compliance with the Americans with Disabilities Act, if you need special assistance to access or participate in a meeting of the Board of Trustees, including auxiliary aids or services, please contact the District Office at 805-238-0286. Notification of at least 48 hours prior to the meeting will assist the staff in assuring that reasonable accommodations may be made.

OFFICIAL AGENDA POSTED AT THE DISTRICT OFFICE/SHANDON HIGH SCHOOL

SHANDON JOINT UNIFIED SCHOOL DISTRICT

NOTICE OF PUBLIC HEARING

The Shandon Joint Unified School District hereby gives notice that a Public Hearing will be held to allow comments from the audience regarding the following:

TOPIC OF HEARINGS:

SUNSHINE OF SHANDON CLASSIFIED SCHOOL EMPLOYEES ASSOCIATION/CSEA INITIAL PROPOSAL TO THE DISTRICT

Prior to the District entering into negotiations with a bargaining unit, it is required that both the District's initial proposal and the bargaining unit's initial proposal be "sunshined", or exposed to public view. This is accomplished by placing the proposals on a public Board meeting agenda.

The **SHANDON CLASSIFIED SCHOOL EMPLOYEES ASSOCIATION/CSEA** is sunshining its proposal for the **DISTRICT** as follows:

The CSEA proposes to open up Article IX- Salary, Article X-Health and Welfare Benefits for the 2020-2021 school year.

Copies of the reports may be inspected at the District Office, 101 South 1st Street, Shandon.

Hearing Date:	Tuesday, July 21, 2020
Time:	7:00 p.m.
Location:	Shandon High School Gym 101 South 1 st Street Shandon, CA 93461

Posted July 13, 2020
Shandon Elementary
Parkfield Elementary
Shandon High School
Shandon Post Office

June 23, 2020

Shandon Unified School District

Re: Classified Negotiations Sunshine Proposal

- Shandon Classified School Employees Association (CSEA) sunshine proposal is to open up **Article IX - Salary**.
- We would also like to open **Article X – Health and Welfare Benefits**

For the 2020-2021 school year, the District contribution towards the health benefits package, consisting of medical, dental, and vision insurance, on behalf of each eligible full-time employee shall reflect the District's contribution of 50% of the 2020-2021 SISC premium increase for the 2nd level SISC plan.

A handwritten signature in black ink, appearing to read "Kim Rendon". The signature is fluid and cursive, with a long horizontal stroke at the end.

Kim Rendon

California School Employees Association President

Shandon Middle School Honor Roll

Student Name	Grade	GPA
Diaz del Castillo, Cristobal	7	4.00
Gutierrez Martinez, Joana	7	4.00
Hirschler, Emma	7	4.00
Jimenez, Mirian	8	4.00
Martinez, Kashlyn	6	4.00
Rangel, Julissa	7	4.00
Mendoza, Imelda	7	3.83
Vasquez, Bilga	7	3.83
Luis, Areli	8	3.67
Turton, Cory	6	3.67
Armenta-Segura, Yelene	7	3.50
Cassara, Isabella	8	3.50
Rodriguez, Lesli	8	3.50
Granados, Kendall	6	3.17
Salas, Abraham	7	3.17
Martinez, Marvin	8	3.00
Reynoso, Richard	7	3.00

SHANDON JOINT UNIFIED SCHOOL DISTRICT

Regular Meeting of the Board of Trustees

MEETING DATE: July 21, 2020

9.1

AGENDA ITEM TITLE:

Approval of the Minutes June 16, 2020 Regular Board Meeting

PREPARED BY:

Gabriela Gavilanes

AGENDA SECTION:

☐ Reports ☒ Consent ☐ Action ☐ First Reading ☐ Information ☐ Resolution

SUMMARY:

Provided for your approval are the minutes from the June 16, 2020 Regular Board Meeting.

RECOMMENDED ACTION:

Approval

SHANDON JOINT UNIFIED SCHOOL DISTRICT

Regular Board Meeting Minutes

June 16, 2020

1.0 OPEN SESSION

Board President called the meeting to order at 6:05PM

Members present: Marlene Thomason, President; Nataly Ramirez; Flint Speer

Members absent: Jennifer Moe; Robert Van Parlet

Staff Present: Kristina Benson, Superintendent; Gabriela Gavilanes, Administrative Assistant; Shannon Kepins, Principal

1.1 Public Comment Limited to Closed Session Items

There were two requests to speak on Item 2.3 Superintendent's Evaluation.

Deanna Morton "as you all know I am Deanna Morton and I am here representing the SHS site with full support of my colleges, in regards of item 2.3 Superintendent's evaluation. For clarification when I say full support of my colleges his includes certificated staff, para educators, district office staff and both the high school counselor and THRIVE Counselors. Tonight, the SHS staff is eager to express our satisfaction with and appreciation for Ms. Benson. We have had the pleasure of working side by side with Ms. Benson for the past two years and in that short time she has proven herself to be advocate for both students and staff. She has helped to cultivate an atmosphere of school wide pride, cooperation, productivity and growth. We feel she brings and utilizes many of the qualities of an effective leader with some of her strengths being integrity and honesty, organization, goal oriented, commitment, compassion, knowledgeable, clarity, effective communicator, respect and good old fashion kindness. Unanimously the group feels Ms. Benson is one of the best bosses/superintendents we have had the pleasure of working with. One of the biggest compliments our group extends to Ms. Benson is that she came to the SJUSD ready to listen and learn. From day one, Ms. Benson has never pretended to know what is best for the district. Daily she comes willingly and ready to get into the "trenches" and work beside us to understand what our strengths and challenges are and she then works with us to address the needs of the district as well as enhance the district strengths. The staff feels the consistent use of these kinds of leadership practices and skills are necessary to ensure the success of all stakeholders involved in the district. Superintendent Benson handles our district with professionalism, selflessness and she continually focuses on the success and morale of our staff and students. Her leadership has set a standard of personal conduct and school wide cohesiveness that has positively influenced our district. It is our belief that it is her many years as a teacher that have given her the tools and perspective necessary to understand the needs of students and staff. Her time spent in the classroom has given her invaluable first-hand knowledge of the dynamic and challenges of teaching. Spending the majority of her career as a teacher has molded her into the compassionate, productive, and effective administrator that she is today. One example of Ms. Benson effective leadership is her work as a doctoral student which has been invaluable to our district because it has allowed us to address education for students in the more comprehensive manner, in other words teach the whole child. She understands that addressing the social/emotional needs of our students is a gateway to providing them a more accessible and valuable, educational experience. She implemented this by securing a grant that funded both curriculum and two social/emotional support counselors who provided weekly lessons to both students and staff. A more recent example of Ms. Benson effective leadership is in relation to the COVID 19 pandemic. While an almost impossible situation to navigate with the minute by the minute changing of information, she has seamlessly led us through the uncharted territory of a pandemic with a steady hand and thoughtful communication. She has helped us adapt to ongoing unknown situations, and regularly checks in on staff members and students in order to support us all through these uncertain times which are greeted with many difficult situations and a boat of stress. In conclusion, we at the high school site, hope that we have communicated our satisfaction and overall appreciation for Superintendent Kristina Benson. We believe any district would be lucky to have her, however it is our sincere desire to secure her as the SJUSD for the maximum amount that her contract extension would allow. Her leadership skills and experience are exactly what our district needs to face the uncertainties that the COVID-19 pandemic will continue to bring. Thank you for your time and we hope you take our recommendations into consideration when extending Ms. Benson's contract."

Shannon Kepins "I wanted to take a moment and speak on closed session item 2.3 - Superintendent Evaluation. I would like to express my appreciation for Dr. Benson and my gratitude for the job she has done here over the past two years.

June 16, 2020

As a 20 year employee of Shandon Joint Unified School District, I have worked under 5 superintendents and 2 interim superintendents and I feel Ms. Benson is one of if not the best that I have worked with. She is committed to improving the education that our students receive and providing a safe learning environment where emotional wellness is monitored and all students can excel. Ms. Benson maintains open communication with staff at all sites and maintains a professional and positive attitude with all employees. She has worked to build relationships with our students, their families and our community. She keeps the feelings, traditions, and desires of these groups in mind as she plans and makes decisions for our district. She has been creative and fiscally wise with our budget through meeting the restrictions placed on us by the national pandemic and state constraints. She kept all of us informed of the COVID-19 crisis and provided us with up to date information as soon as it was readily available. She went right to work making a plan to provide academic and social emotional support for our students as well as monitoring staff morale. She worked tirelessly to provide internet access to our students and supported staff with the move to distance learning. Was everything perfect? No. But she did the best she could with the information and resources that we had available to us. I appreciate the fact that she doesn't claim to have all the answers but she is willing to educate herself and research ideas to find solutions to the challenges that we face. We have an excellent working relationship and I look forward to continuing to build on our work here in Shandon in the years to come.

Board Members Jennifer Moe and Van Parlet joined the meeting at 6:12PM

Board President Thomason adjourned to closed session at 6:14PM

2.0 CLOSED SESSION

- 2.1 Conference with Labor Negotiators (G.C. 54957.6)- Negotiator: Kristina Benson
Organization: STA/CTA/NEA, CSEA, and Management /Confidential Employees
Unrepresented
- 2.2 Review and Possible Action on Appointment, Employment, Discipline, Resignation and
Dismissal of District Employee(s) Pursuant to Government Code§ 54957, Public Employment
- 2.3 Superintendent's Evaluation

Board President Thomason adjourned closed session at 7:14PM

3.0 RECONVENE SESSION / PLEDGE OF ALLEGIANCE TO THE FLAG

Board President Thomason reconvened the meeting to open session at 7:23PM and Board Member Van Parlet led the pledge of allegiance.

4.0 REPORT ON ACTION FROM CLOSED SESSION

Board President Thomason reported that the Superintendent's evaluation was positive. The Board directed Dr. Benson to continue with negotiations with both unions and that there was a volunteered .2 Reduction of hours for Mrs. Dobberpuhl.

5.0 ADOPTION OF AGENDA

A motion passed to approve the agenda Moe/Parlet Roll call vote: Moe, Speer, Thomason, Ramirez, and Parlet voted aye.

6.0 PUBLIC COMMENT

6.1 PUBLIC COMMENT

There was no request for public comment

7.0 PUBLIC HEARING

7.1 Annual Budget 2020-2021

7.2 Sunshine of Shandon Teachers' Association/CTA/NEA Initial Proposal to the District

8.0 REPORTS FROM SCHOOL RELATED GROUPS (oral)

- 8.1 *There were no Student Body Reports*
- 8.2 *There were no Staff Reports*
- 8.3 *There were no Bargaining Representative Report*
- 8.4 *There were no Board Report*

9.0 INFORMATION/PRESENTATION ITEMS

- 9.1 *Shandon Elementary School Report-provided in the board packet.*

9.2 Cafeteria Report-provided in the board packet.

9.3 Special Education Report-provided in the board packet.

9.4 SHS Honor Roll-provided in the board packet.

9.5 Superintendent's Report- Dr. Benson reported that the summer school session one was going on and it was hybrid model (Mondays and Thursdays students come into campus and Tuesdays and Wednesdays they work from home). Mondays CSI Thrive counselor comes in and meets with students. Summer school session two will be hybrid model too. Dr. Benson requested a Board meeting in July to go over restart plan for August school opening, we will present the plans for phase I, II, III. Promotion and Graduation was a success, it was covered by the SLO Tribune. Bus rider follow up information, there's 2 main routes totaling 28 students on average. And Paso Robles route for SpEd. Paraeducators contacts during the COVID-19 closure, SHS+SMS+SES=590 paraeducators contacts, nine total paraeducators assigned by grade, average of 65.5 contacts per paraeducator, 190 emails, 252 phone calls, 91 text messages, 24 home visits, 27 zoom meetings and 6 in person meetings.

10.0 APPROVAL OF CONSENT AGENDA

A motion passed to approve consent agenda (Moe/Parlet) Roll call Moe, Speer, Thomason, Ramirez, and Parlet voted aye.

11.0 DISCUSSION/ACTION ITEM

11.1 A motion passed to approve 1st&2nd grade and 2nd&3rd grade Class Combination (Moe/Parlet) roll call Moe, Speer, Thomason, Ramirez, and Parlet voted aye.

Moe withdrawal the motion and Parlet second it to class combination of 1st&2nd grade and 2nd&3rd grade Moe made a motion to table the tk/kindergarten class combination roll call Moe, Speer, Thomason, Ramirez, and Parlet voted aye.

11.2 A motion passed to adopt the SJUSD 2020-21 Annual Budget (Moe/Parlet) roll call Moe, Speer, Thomason, Ramirez, and Parlet voted aye.

11.3 A motion passed to extend the Superintendent's Contract for 3 more years after the original contract is over, total of 4 years (Moe/Parlet) roll call Moe, Speer, Thomason, Ramirez, and Parlet voted aye.

11.4 A motion passed to approve the College and Career Access Pathways (CCAP) Agreement between SLO County Community College District and Shandon Joint Unified School District (Moe/Speer) roll call Moe, Speer, Thomason, Ramirez, and Parlet voted aye.

11.5 A motion passed to approve the Athletic Handbook 2020-21 with changes (Moe/Parlet) roll call Moe, Speer, Thomason, Ramirez, and Parlet voted aye.

11.6 A motion passed to approve Dr. Benson to negotiate the New IT Contract with Templeton (Parlet/Moe) roll call Moe, Speer, Thomason, Ramirez, and Parlet voted aye.

11.7 A motion passed to have a meeting in July 21st 6:30PM closed session and 7:00PM Open session, and December 1st 6:30PM closed session and 7:00PM open session, (Moe/Parlet) roll call Moe, Speer, Thomason, Ramirez, and Parlet voted aye.

12.0 FUTURE AGENDA ITEM REQUESTS

13.0 ANNOUNCEMENTS

The next regular meeting of the Board of Trustees is scheduled for July 21, 2020 at

Shandon High School Gym, Closed Session at 6:30 PM, Open/Regular Session at 7:00 PM

14.0 ADJOURNMENT

A motion passed to adjourned the meeting at 8:43PM (Moe/Parlet) roll call Moe, Speer, Thomason, Ramirez, and Parlet voted aye.

MARLENE THOMASON, BOARD PRESIDENT

OR

KRISTINA BENSON ED, D. BOARD SECRETARY

SHANDON JOINT UNIFIED SCHOOL DISTRICT

9.2

Regular Meeting of the Board of Trustees

MEETING DATE: July 21, 2020

AGENDA ITEM TITLE:

Approval of the Minutes June 25, 2020 Special Board Meeting

PREPARED BY:

Gabriela Gavilanes

AGENDA SECTION:

☐ Reports ☒ Consent ☐ Action ☐ First Reading ☐ Information ☐ Resolution

SUMMARY:

Provided for your approval are the minutes from the June 25, 2020 Special Board Meeting.

RECOMMENDED ACTION:

Approval

SHANDON JOINT UNIFIED SCHOOL DISTRICT

Special Board Meeting

Minutes June 25, 2020

1.0 OPEN SESSION

Board President called the meeting to order at 12:05PM

Members present: Marlene Thomason, President; Jennifer Moe; Nataly Ramirez; Robert Van Parlet; Flint Speer

Members absent: None

Staff Present: Kristina Benson, Superintendent; Gabriela Gavilanes, Administrative Assistant

2.0 ADOPTION OF AGENDA

A motion passed to approve the agenda (Parlet/Moe) roll call vote Moe, Speer, Thomason, Ramirez, and Parlet voted aye.

3.0 PUBLIC COMMENT

3.1 PUBLIC COMMENT- *no request for public comment.*

4.0 DISCUSSION/ACTION ITEM

4.1 *A motion passed to approve Resolution 2019-20-14 Ordering an Election, Requesting the County Elections Department to Conduct the Election, And Requesting Consolidation of The Election (Speer/Moe) roll call vote Moe, Speer, Thomason, Ramirez, and Parlet voted aye.*

5.0 FUTURE AGENDA ITEM REQUESTS

6.0 ANNOUNCEMENTS

The next regular meeting of the Board of Trustees is scheduled for July 21, 2020 at

Shandon High School Gym, Closed Session at 6:30 PM, Open/Regular Session at 7:00 PM

7.0 ADJOURNMENT

A motion passed to adjourned the meeting at 12:12PM (Parlet/Moe) roll call Moe, Speer, Thomason, Ramirez, and Parlet voted aye.

MARLENE THOMASON, BOARD PRESIDENT
OR

KRISTINA BENSON ED, D. BOARD SECRETARY

SHANDON JOINT UNIFIED SCHOOL DISTRICT

9.3

Regular Meeting of the Board of Trustees

MEETING DATE: July 21, 2020

AGENDA ITEM TITLE:

Ratification of the Personnel Action Report

PREPARED BY:

Sadie Howard

AGENDA SECTION:

☐ Reports ☒ Consent ☐ Action ☐ First Reading ☐ Information ☐ Resolution

PERSONNEL ACTION REPORT

NEW HIRES

CLASSIFICATION

EFFECTIVE DATE

SPORT COACHES

RESIGNATIONS

Milagro Velasco
Amanda Dobberpuhl

PE Teacher
Reduce from 1 FTE to .80 FTE

June 18, 2020
July 1, 2020

RECOMMENDED ACTION:

Approval of the Personnel Action Report



9.4

AGREEMENT FOR CREDENTIALLED NURSING SERVICES

The Shandon Unified School District ("District") hereby contracts with the San Luis Obispo County Office of Education ("SLOCOE") for the services of a **Credentialed Nurse** to serve the students of District. The terms and conditions of this agreement are as follows:

1. Period of Service

Services will be provided under this contract for one of the following periods:

- X A. For the school year beginning July 1, 2020 and ending June 30, 2021.
- B. For the period beginning _____ and ending _____

2. Nature of Service

Direct services provided under this agreement shall be rendered substantially in accordance with the practices and procedures constituting typical nursing services. Services provided shall be responsive to the needs and policies of District. "Direct Services" are those activities consisting of direct work with students or District teachers or other District personnel on behalf of particular students, or direct activities serving the educational interests of District.

SLOCOE will make a reasonable effort to accommodate the wishes and schedule of District in the assignment and scheduling of nursing services; however, the assignment of specific personnel and the scheduling of those personnel shall be within the sole discretion of SLOCOE.

3. Materials and Supplies

Materials and supplies that are required within the scope of this assignment will be purchased by SLOCOE. District will be responsible for the reimbursement of the cost of materials and supplies required for a specific student.

Agreement for Nursing Services

4. Fees/Payment

District agrees to pay SLOCOE the amount of \$ 747.11 per day of nursing services for **the equivalent of 12 days**. Total amount of the contract will not exceed \$ 8,965.32 for the **2020-21** school year. Daily rate includes salary, statutory benefits, mileage and other supervisory costs associated with the employee.


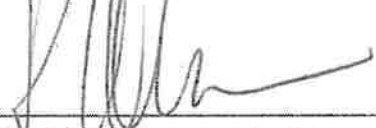
*Fee schedules for District Contract Related Services will follow the same timelines and rate adjustments as outlined in the SELPA Fiscal Allocation Plan, Section IV.2.11.
2020-2021 invoices will reflect **January 31, 2021** final rates.

Charges payable under this agreement will be payable to SLOCOE upon receipt of an invoice, which will normally be rendered twice a year, in January and June. The final payment will be due and payable on or before **June 30, 2021**.

5. Term of Agreement

This agreement shall be effective for the period specified in Section 1 above. To assist SLOCOE in staffing and planning, **District agrees to notify SLOCOE in writing of its intention to renew or cancel this agreement for the next school year no later than January 15 of the current school year.**

The parties acknowledge that this Agreement shall remain in full force and effect for the duration of the agreement and shall remain in effect even in the event of catastrophes including but not limited to the Covid-19 Virus, earthquake, flood, fire or other event that may result in school closures.

 District Representative	 SLOCOE Representative
<u>5-19-20</u> Date	<u>5/19/2020</u> Date

FOR SLOCOE USE ONLY
Account #: 01-6500-0-8677-5001-0000-000-9000-7808
Director of Fiscal Services Approval:
Invoice Date/s (forward copy to AR): January, 2021 and June, 2021
Notes:

Distribution:
Signed original to District
Signed original for SLOCOE

cc: Business Information Services



a.5

Agreement for Occupational Therapist Services

The **Shandon Joint Unified School District** ("District") hereby contracts with the **San Luis Obispo County Office of Education** ("SLOCOE") for the services of an **Occupational Therapist** to serve the students of District. The terms and conditions of this agreement are as follows:

1. **Period of Service**

Services will be provided under this contract for one of the following periods:

- X A. For the school year beginning July 1, 2020 and ending June 30, 2021.
 B. For the period beginning June _____ and ending _____.

2. **Nature of Service**

Direct services provided under this agreement shall be rendered substantially in accordance with the practices and procedures constituting typical occupational therapy services. Services provided shall be responsive to the needs and policies of District. "Direct Services" are those activities consisting of direct work with students or District teachers or other District personnel on behalf of particular students, or direct activities serving the educational interests of District.

SLOCOE will make a reasonable effort to accommodate the wishes and schedule of District in the assignment and scheduling of occupational therapy services; however, the assignment of specific personnel and the scheduling of those personnel shall be within the sole discretion of SLOCOE.

3. **Employee Selection, Hiring and Evaluation**

Participating district management agrees to fully engage in the selection, hiring and ongoing evaluation of the employee assigned to the district site. These services will be facilitated by SLOCOE.

4. **Materials and Supplies**

Materials and supplies that are required within the scope of this assignment will be purchased by SLOCOE. District will be responsible for the reimbursement of the cost of materials and supplies required for a specific student.

Agreement for Occupational Therapist Services

5. Fees / Payments

District agrees to pay SLOCOE in the amount of **\$ 1,014.20* per day** of occupational therapy services for **36 days**. Total amount of the contract will not exceed **\$ 36,511.20** for the **2020-21** school year. Daily rate includes salary, statutory benefits, mileage and other supervisory costs associated with the employee.

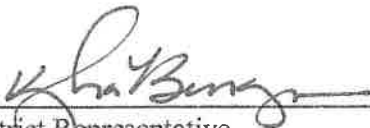
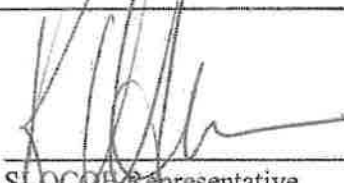
*Fee schedules for District Contract Related Services will follow the same timelines and rate adjustments as outlined in the SELPA Fiscal Allocation Plan, Section IV.2.11.
2020-2021 invoices will reflect **January 31, 2021** final rates.

Charges payable under this agreement will be payable to SLOCOE upon receipt of an invoice, which will normally be rendered twice each year, in January and June. The final payment will be due and payable on or before **June 30, 2021**.

6. Term of Agreement

This agreement shall be effective for the period specified in Section 1 above. To assist SLOCOE in staffing and planning, **District agrees to notify SLOCOE in writing of its intention to renew or cancel this agreement for the next school year no later than January 15 of the current school year.**

The parties acknowledge that this Agreement shall remain in full force and effect for the duration of the agreement and shall remain in effect even in the event of catastrophes including but not limited to the Covid-19 Virus, earthquake, flood, fire or other event that may result in school closures.

 District Representative	 SLOCOE Representative
<u>5-19-20</u> Date	<u>5/19/2020</u> Date

FOR SLOCOE USE ONLY
Account #: 01-6500-0-8677-5001-0000-000-9000-7807
Director of Fiscal Services Approval:
Invoice Date/s (forward copy to AR): January, 2021 and June, 2021
Notes:

Distribution:
Signed original to District
Signed original for SLOCOE



9.6

AGREEMENT FOR LVN NURSING SERVICES

The **Shandon Unified School District** ("District") hereby contracts with the **San Luis Obispo County Office of Education** ("SLOCOE") for the services of a **Licensed Vocational Nurse(LVN)** to serve the students of District. The terms and conditions of this agreement are as follows:

1. Period of Service

Services will be provided under this contract for one of the following periods:

- X A. For the school year beginning July 1, 2020 and ending June 30, 2021.
- ___ B. For the period beginning _____ and ending _____

2. Nature of Service

Direct services provided under this agreement shall be rendered substantially in accordance with the practices and procedures constituting typical nursing services. Services provided shall be responsive to the needs and policies of District. "Direct Services" are those activities consisting of direct work with students or District teachers or other District personnel on behalf of particular students, or direct activities serving the educational interests of District.

SLOCOE will make a reasonable effort to accommodate the wishes and schedule of District in the assignment and scheduling of nursing services; however, the assignment of specific personnel and the scheduling of those personnel shall be within the sole discretion of SLOCOE.

3. Materials and Supplies

Materials and supplies that are required within the scope of this assignment will be purchased by SLOCOE. District will be responsible for the reimbursement of the cost of materials and supplies required for a specific student.

Agreement for LVN Nursing Services

4. **Fees/Payment**

District agrees to pay SLOCOE the amount of **\$ 404.98** per day of LVN nursing services for **the equivalent of 76 days**. Total amount of the contract will not exceed **\$ 30,778.48** for the **2020-21** school year. Daily rate includes salary, statutory benefits, mileage and other supervisory costs associated with the employee.


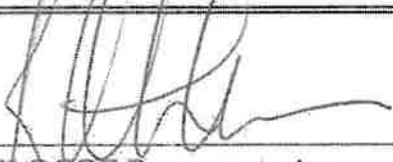
*Fee schedules for District Contract Related Services will follow the same timelines and rate adjustments as outlined in the SELPA Fiscal Allocation Plan, Section IV.2.11.
2020-2021 invoices will reflect **January 31, 2021** final rates.

Charges payable under this agreement will be payable to SLOCOE upon receipt of an invoice, which will normally be rendered twice a year, in January and June. The final payment will be due and payable on or before **June 30, 2021**.

5. **Term of Agreement**

This agreement shall be effective for the period specified in Section 1 above. To assist SLOCOE in staffing and planning, **District agrees to notify SLOCOE in writing of its intention to renew or cancel this agreement for the next school year no later than January 15 of the current school year.**

The parties acknowledge that this Agreement shall remain in full force and effect for the duration of the agreement and shall remain in effect even in the event of catastrophes including but not limited to the Covid-19 Virus, earthquake, flood, fire or other event that may result in school closures.

 _____ District Representative	 _____ SLOCOE Representative
<u>5-19-20</u> _____ Date	<u>5/19/2020</u> _____ Date

FOR SLOCOE USE ONLY
Account #: 01-6500-0-8677-5001-0000-000-9000-7808
Director of Fiscal Services Approval:
Invoice Date/s (forward copy to AR): January, 2021 and June, 2021
Notes:

Distribution:

Signed original to District
Signed original for SLOCOE

Agreement for Speech and Language Services

5. **Fees/Payment**

District agrees to pay SLOCOE the amount of **\$780.76** per day of speech and language services for **108 days**. Total amount of this contract will not exceed **\$ 84,322.08** for the **2020-21** school year. Daily rate includes salary, statutory benefits, mileage and other supervisory costs associated with the employee.

*Fee schedules for District Contract Related Services will follow the same timelines and rate adjustments as outlined in the SELPA Fiscal Allocation Plan, Section IV.2.11. **2020-2021** invoices will reflect **January 31, 2021** final rates.

Charges payable under this agreement will be payable to SLOCOE upon receipt of an invoice, which will normally be rendered twice each year, in January and June. The final payment will be due and payable on or before **June 30, 2021**.

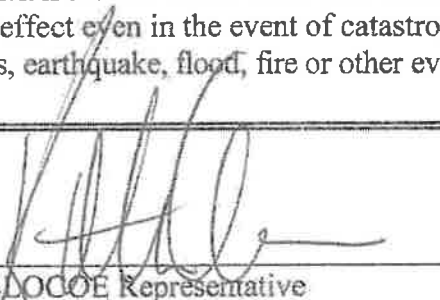
6. **Term of Agreement**

This agreement shall be effective for the period specified in Section 1 above. To assist SLOCOE in staffing and planning, **District agrees to notify SLOCOE in writing of its intention to renew or cancel this agreement for the next school year no later than January 15 of the current school year.**

The parties acknowledge that this Agreement shall remain in full force and effect for the duration of the agreement and shall remain in effect even in the event of catastrophes including but not limited to the Covid-19 Virus, earthquake, flood, fire or other event that may result in school closures.


District Representative

5-19-20
Date


SLOCOE Representative

5/19/2020
Date

FOR SLOCOE USE ONLY

Account #: 01-6500-0-8677-5001-0000-000-9000-7806

Director of Fiscal Services Approval:

Invoice Date/s (forward copy to AR): January, 2021 and June, 2021

Notes:

Distribution:

Signed original to District

Signed original for SLOCOE

cc: Business Information Services



SHANDON JOINT UNIFIED SCHOOL DISTRICT

101 South First Street Box 79, Shandon, CA 93461

Kristina Benson, Superintendent/Principal TELEPHONE: (805) 238-0286 FAX: (805) 238-0777

Board of Trustees: Jennifer Moe, Van Parlet, Nataly Ramirez, Flint Speer, Marlene Thomason,

Quarterly Report on Williams Uniform Complaints

[Education Code § 35186]

9.8

District: Shandon Joint Unified School District

Person completing this form: Kristina Benson

Title: Superintendent

Quarterly Report Submission Date:
(check one)

☐

January – March 2020

☒

April – June 2020

☐

July – September 2020

☐☐

October – December 2020

Date for information to be reported publicly at governing board meeting: July 21, 2020

Please check the box that applies:

☒

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

☐

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

General Subject Area	Total # of Complaints	# Resolved	# Unresolved
Textbooks and Instructional Materials	0		
Teacher Vacancy or Misassignment	0		
Facilities Conditions	0		
TOTALS	0		

Kristina Benson

Type or Print Name of District Superintendent

Signature of District Superintendent

SHANDON JOINT UNIFIED SCHOOL DISTRICT

10.1

Regular Meeting of the Board of Trustees

MEETING DATE: July 21, 2020

AGENDA ITEM TITLE:

Discussion and possible approval of report of plan for SJUSD safe reopening of schools for 2020-2021 school year

PREPARED BY:

Dr. Benson

AGENDA SECTION:

☐ Reports ☐ Consent ☒ Discussion/Action ☐ First Reading ☐ Information ☐ Resolution

SUMMARY:

The COVID-19 pandemic has created challenges across all sectors, all communities, and virtually all aspects of life. Education has been a vital part of the discussion. The suspension of in-person learning that took effect on Monday, March 16 led to full distance learning for the remainder of the 2019-20 school year, the temporary termination of all extracurricular activities significantly altered traditional graduation ceremonies. Just as the Shandon staff, students, parents and community stepped up to the challenge and made the best of a difficult situation in 2019-20, we will once again do our best to make the 2020-21 school year a positive and academically rigorous year. We recognize that we must learn from the issues of the 2019-20 school year and make improvements in the 2020-21 school year.

Through reports to the Board of Education, meetings and discussions with employee associations, and feedback from other stakeholders, three possible scenarios for the start of school have been discussed:

Plan A: Full return, with enhanced disinfecting and other COVID-19 prevention strategies

Plan B: Hybrid Model that would allow for both distance learning and student-teacher face to face time. This model also allows for social distancing of six feet between students and staff and enhanced disinfecting and other COVID-19 prevention strategies.

Plan C: Full distance learning

These plans were developed with the help of certificated and classified staff feedback, feedback from parents and both a staff and parent survey.

Based on guidance published by the California Department of Education, the California Department of Public Health, as well as the advice of legal counsel, we believe that a return to school in the Plan B, Hybrid model session is the best option at this time when factoring in all considerations.

Advantages to this plan include:

- Provides the recommended 6' social distancing in all classrooms
- In combination with the new state mandate of face coverings being worn at all times, this provides strong COVID-19 prevention strategies to avoid closing a classroom or school
- It provides daily instruction for all students
- It provides daily meal services for all students
- It provides students with weekly face to face interaction with teachers, staff, and peers
- It provides weekly access to mental health and other essential supports

To be clear, we completely recognize the drawbacks and challenges Plan B presents when compared to Plan A. Based on feedback from parents, the child care challenge is perhaps the greatest concern. Upon formal approval by the Board of Education, district staff will meet with critical partner provider, the Boys and Girls Club, to discuss options. Understanding the important role that schools play in allowing parents to work while children are cared for, we will assist Boys and Girls Club in making as much space as possible for child care.

Pending approval of this plan, staff will begin the following time-sensitive activities:

- Continue collaboration with the SJUSD Teachers Association
- Continue collaboration with the California School Employees Association
- Rapidly develop plans with our partner provider to offer childcare
- Collaborate with San Luis Obispo County Health Department
- Redesign classrooms to accommodate 6' social distancing

The following additional information accompanies this memo:

1. A three-page plan of details associated with SJUSD's Reopening
2. A document outlining the California Department of Public Health and California Department of Education guidelines
3. Resolution 2020-21-01 Approving Plan for the Safe Reopening of Schools and to Delegate Emergency Authority during the Coronavirus/COVID-19 Pandemic

We understand the COVID-19 challenges and the guidance on the state and local level are very fluid and change quickly. Pending approval of our plan, we will work on faithful implementation, while keeping in mind that additional changes in guidelines could necessitate implementation of an adjusted plan for instruction and learning. Regardless, returning to full day, 'normal' schedules is our ultimate goal when deemed safe to do so.

Contact:

Dr. Benson, Superintendent

RECOMMENDED ACTION:

The Board is asked to consider options for school reopening plans for the 2020-2021 School Year. Staff recommendation is to approve and adopt Resolution No. A-2021-01 Approving Plan for the Safe Reopening of Schools and to Delegate Emergency Authority during the Coronavirus/COVID-19 Pandemic



SHANDON JOINT UNIFIED SCHOOL DISTRICT

101 South First Street Box 79, Shandon, CA 93461

Kristina Benson, Superintendent/Principal TELEPHONE: (805) 238-0286 FAX: (805) 238-0777

Board of Trustees: Jennifer Moe, Van Parlet, Nataly Ramirez, Flint Speer, Marlene Thomason

REOPENING PLAN

Guiding Principles

- The health and safety of our students, our staff, and the community are our highest priority,
- Adhering to the guidelines released by the California Department of Public Health and California Department of Education has been a driving factor for our plan development
- Live, in-person interaction with staff and peers is critical for students
- Some students and parents will not feel comfortable returning to in-person Instruction, so we will provide high quality distance learning options
- DAILY interaction with staff is essential for student development. We believe that:
 - o Consistently engaging in regular academics with teachers provides the highest quality learning experiences for students,
 - o Consistent routines for school work, homework, and sleep patterns are important for student health,
 - o Mirroring, to the greatest extent possible, 'normal' schooling (180 days per year) is important for students, staff, and families,
 - o Daily meal service for students is vitally important, and,
 - o Regular access to mental health supports and other services for our students is critical.
- Our plan provides the greatest opportunity to maintain in-person instruction by adhering to COVID-19 Prevention guidelines, while being ready to return to full day instruction as soon as circumstances permit.
- Updated local and state guidance will be regularly reviewed, and policies and protocols will be revised accordingly.

Student and Employee Health and Safety

- All students and staff will be trained on COVID-19 prevention strategies and techniques including frequent handwashing and hand sanitizer use.
- Staff: during staff development on the first contracted return date
- Students: via presentation before school starts and on the first day of school
- Parents and Families: presentation training provided before school starts and on the first day of school.
- Students/families and staff are required to self -screen at home or before entering the school building or school bus. If self-screening is not completed and verified, staff will

conduct on-site visual and temperature screenings.

- Staff will recite, each day at the beginning of class, COVID-19 symptoms and request anyone exhibiting the symptoms report to the office for further screening
- A quarantine room will be created at each site. Any student/staff exhibiting symptoms will be sent to this room and assessed.
- All students and staff will wear cloth face coverings, either district provided or personally owned. The district will maintain a supply of masks for students and staff who do not have or forget to bring face masks.
 - o The only exception for students is if they have special circumstances such as a particular developmental or health diagnosis that would limit their ability to wear a face covering.
 - o Face shields are permissible as a substitute for cloth face coverings for staff. Face shields should be worn with a cloth drape across the bottom and secured (i.e. tucked into the shirt, tied around the back of the neck).
- School site teams will analyze high-traffic areas and create one-way pathways as needed.
- Physical distancing will be provided by limiting the number of people in all campus spaces to the number that can be reasonably accommodated while maintaining a minimum of 6 feet of distance between individuals.
- All classrooms will be sanitized at the end of each day and during the day when necessary and practicable.
- All restrooms will be sanitized at the end of each day and in between AM and PM sessions.

School Operations and Procedures

To ensure a safe and smooth start to the school year, the regular activities listed below will be temporarily suspended.

- No assemblies, no meals in cafeterias/MPR's
- No shared outside food at school
- No volunteers or non-essential visitors (e.g. classroom speakers, etc.)
- No field trips
- No athletics or extra-curricular activities until further guidance is provided

Elementary School Operations and Procedures

- No before school recess; students will go directly to class
- Breakfast will be 'grab and go' and will be eaten in the classroom or outdoors, at the teacher's discretion and with teacher supervision
- Session start and end times*:

Digital Platforms	Grades	Days / Time
Seesaw / Zoom	TK - 2	Monday & Thursday* 8-3
Google Classroom / Zoom	3 - 5	Tuesday & Friday* 8-3
Seesaw & Google Classroom & Zoom	Special Day Class (Varied Grades)	Monday through Friday 8-3

- A recess on a staggered schedule will be created for each session. Classroom cohort structures will remain in place at all times.
- Lunch will be 'grab and go'. Lunch will be eaten in the classroom or outside, at the discretion of the teacher and under teacher supervision.

Secondary School Operations and Procedures

- No before school supervision will be provided, students will go directly to class.
- Breakfast for AM students will be 'grab and go' and will be eaten in the classroom. Lunch for PM students will be 'grab and go' and will be eaten in the classroom. Meals can be eaten outdoors at teacher discretion and under teacher supervision.
- Session start and end times*:

Teaching Staff/Paraeducators: On campus Monday through Friday.

Grades 6 through 8

6th grade students on campus on Monday 8:00 A.M. - 3:00 P.M.

7th grade students on campus on Wednesday 8:00 A.M. - 3:00 P.M.

8th grade students on campus on Thursday 8:00 A.M. - 3:00 P.M.

Grades 9 through 12

9th and 10th grade students on campus on Tuesday 8:00 A.M. - 3:00 P.M.

11th and 12th grade students on campus on Thursday 8:00 A.M. - 3:00 P.M.

*For all secondary classes, students will be placed in classroom which allow for social distancing (i.e. approximately 10-12 students per room)

*Time on campus will be for working with teachers, visiting with counselors as needed, subject level assessments, and further explanation of work assigned during the four days of distance learning.

Additional details will be communicated as they are developed, refined, and collaboratively crafted.

**Note: specific start and end times are approximate and subject to change*

COVID-19 School Guidance

Shandon Joint Unified School District School Reopening Plans



The Safe Return to In-Person Instruction

Our school communities have faced unparalleled challenges over the past few months with the fast-changing circumstances of a global pandemic upending routines, traditions, celebrations, and causing a significant disruption to the education of our students.



It is our firm belief, based on evidence about the impact of COVID-19 in children and adolescents, that our children are best served by a return to as much in-person instruction as possible that balances optimal learning and student well-being with measures that address the safety of our school communities. This Lucia Mar Reopening Plan was developed using the following guiding principles:

Guiding Principles



- The health and safety of our students, our staff, and the community are our highest priority,
- Adhering to the guidelines released by the California Department of Public Health (CDPH) and California Department of Education (CDE) has been a driving factor for our plan development,
- Live, in-person interaction with staff and peers is critical for students,
- Some students and parents will not feel comfortable returning to in-person instruction, so we will provide high quality distance learning options,
- DAILY interaction with staff is essential for student development. We believe that:
 - o Consistently engaging in regular academics with teachers provides the highest quality learning experiences for students,
 - o Consistent routines for school work, homework, and sleep patterns are important for student health,
 - o Mirroring, to the greatest extent possible, 'normal' schooling (180 days per year) is important for students, staff, and families,
 - o Daily meal service for students is vitally important, and,
 - o Regular access to mental health supports and other services for our students is critical.
- Our plan provides the greatest opportunity to maintain in-person instruction by adhering to COVID-19 Prevention guidelines, while being ready to return to full day instruction as soon as circumstances permit.
- Updated local and state guidance will be regularly reviewed, and policies and protocols will be revised accordingly.

The charts in the following pages outline the Lucia Mar Reopening Plan in key areas where the CDPH and CDE guidance require it.

CDPH, CDE, and Shandon School District Guidance
Personal Protective Equipment (PPE)

	CDPH	CDE	SJUSD
Cloth Face Covering 	<p>People in California must wear a face covering when they are inside of, or in line to enter, any indoor public space.</p> <p>Persons exempted from wearing a face covering due to a medical condition who are employed in a job involving regular contact with others should wear a non-restrictive alternative, such as a face shield with a drape on the bottom edge, as long as their condition permits it.</p>	<p>All staff and students should wear cloth face covering or face shields while at school or on a bus, and maintain 6 feet of physical distance during school activities.</p> <p>Students should use cloth face coverings, especially in circumstances when physical distancing cannot be maintained. If an LEA requires students to wear face coverings, then the LEA must provide face coverings to be used. Consider how the LEA will address students with disabilities who refuses or are not able to wear masks. At a minimum, face coverings should be worn:</p> <ol style="list-style-type: none"> 1. While waiting to enter the school campus. 2. While on school grounds (except when eating or drinking). 3. While leaving school. 4. While on a school bus. <ol style="list-style-type: none"> a. Driver has access to surplus masks to provide to students who are symptomatic on the bus. <p>All the staff should wear face coverings. Provide masks if the employee does not have a clean face covering.</p>	<p>All students and staff will wear cloth face coverings, either district provided or personally owned. The district will maintain a supply of masks for students and staff who do not have or forget to bring face masks.</p> <p>The only exception for students is if they have special circumstances such as a particular development or health diagnosis that would limit their ability to wear a face covering.</p>
Face Shields 	<p>Teachers can use face shields, if available, which enable younger students to see their teachers' faces and to avoid potential barriers to phonological instruction.</p>	<p>LEAs should make reasonable accommodations such as face shields with a cloth drape for those who are unable to wear face coverings for medical reasons.</p> <p>Teachers could use face shields, which enable students to see their faces and to avoid potential barriers to phonological instruction.</p> <p>Per Cal/OSHA, considerations for face shields should include a cloth drape attached across the bottom and tucked into shirt.</p>	<p>Face shields are permissible as a substitute for cloth face coverings for staff. Face shields should be worn with a cloth drape across the bottom and secured (i.e. tucked into the shirt, tied around the back of the neck).</p>

CDPH, CDE, Shandon School District Guidance
Screening & Distancing

	CDPH	CDE	SJUSD
Temperature Screening 	<p>Conduct visual wellness checks of all students and take students' temperature with a no-touch thermometer.</p>	<p>LEAs will need to designate staff and create a system for student entry that accommodates temperature checks for all students. This could include a self-screening process for families prior to coming to school. In some instances, they may also need to arrange for staff to take the temperatures of students and staff as they arrive to prevent the further spread of the coronavirus.</p>	<p>Students/families and staff are required to self-screen at home or before entering the building or school bus. If self-screening is not completed, staff will conduct on-site visual and temperature screenings.</p>
Physical Distancing 	<p>Maximize space between seating and desks. Distance teacher and other staff desks at least six feet away from student desks. Consider ways to establish separation of students through other means if practicable, such as, six feet between desks, partitions between desks, markings on classroom floors to promote distancing or arranging desks in a way that minimizes face-to-face contact.</p>	<p>Determine maximum capacity for students of each classroom while meeting 6-foot physical distancing objectives.</p> <p>Plan to limit the number of people in all campus spaces to the number that can be reasonably accommodated while maintaining a minimum of 6 feet of distance between individuals.</p>	<p>Physical distancing will be provided by limiting the number of people in all campus spaces to the number that can be reasonably accommodated while maintaining a minimum of 6 feet of distance between individuals.</p>

CDPH, COE, and SJUSD School District Guidance
Cohorts

	CDHP	CDE	SJUSD
Size	Students should remain in the same space and in groups as small and consistent as practicable.	To the extent possible, and as recommended by the CDC, attempt to create smaller student/ educator cohorts to minimize the mixing of student groups throughout the day.	By maintaining a minimum of 6 feet of distance between individuals students will be in small groups inside the classrooms
Length of time	Keep the same students and teacher or staff with each group, to the greatest extent practicable.	To the extent possible, and as recommended by the CDC, attempt to create smaller student/ educator cohorts to minimize the mixing of student groups throughout the day.	In grades TK-6 the same students will be together with the same teacher with minimal mixing with other cohorts at recess, PE and meals. Very few exceptions will be permitted.
Teacher/student movement/ rotations	<p>Minimize movement of students and teachers or staff as much as practicable. For example, consider ways to keep teachers with one group of students for the whole day.</p> <p>Limit nonessential visitors, volunteers and activities involving other groups at the same time.</p>	Minimize movement of students, educators, and staff as much as possible.	<p>Movement of students, teachers and staff is minimized as much as practicable.</p> <p>All meals will be eaten in the classroom, outside, or off campus.</p> <p>Secondary students only have one passing period between classes per day.</p> <p>No volunteers or non-essential visitors allowed on campus.</p>

Plan A

In-Person School with extra Safety Precautions

Introduction

For Fall 2020, SJUSD will implement one of three plans. Plan A is the preferred plan to address academic growth and rigor. The desire is to make this plan a strong instructional plan that has plenty of safety and wellness protocols to address safety and wellness of staff and students. Plan A was drafted with input from administrators, teachers, and other staff members.

Plan A Focus and Broad Considerations

At its core, Plan A includes in person learning with extensive safety and wellness protocols and considerations. Some distance learning is available to students who need it.

Within its focus, seven broad areas are addressed: 1. Safety and Wellness, 2. Instruction, 3. Special Education, 4. Co and Extracurriculars, 5. Facilities., 6 Site Operations, and 7. Technology.

Safety and Wellness

- ❖ Staff, student, family members who receive confirmation of a [positive COVID-19 diagnosis from their doctor or the Public Health Department, will be asked to notify the school and self-quarantine for 14 days according to PHD instructions
- ❖ The District will cooperate with the PHD regarding contact tracing
- ❖ Increased disinfection and sanitation of surfaces by custodial staff
- ❖ Additional voluntary certifications for staff to have the ability to use disinfectant
- ❖ Personally provided mass will be utilized on a voluntary basis for students and staff
- ❖ Additional handwashing stations added
- ❖ Additional hand sanitizers available at each site including playgrounds
- ❖ Extra precautions for office staff

- ❖ Strict enforcement of illness policy including sending home those having a temperature of 100 or over
- ❖ Students that are coughing and/or sneezing will go home
- ❖ Follow county guidelines for the number of students that can gather during lunch times
- ❖ All in-person classes would be limited to under 60 students (or following county guidelines)
- ❖ Additional thermometers ordered for each school site
- ❖ Staff and students self-wellness/symptoms checks before and during school time. COVID-19 symptoms information will be distributed
- ❖ PE spreading out in outdoor settings on grass and blacktops and utilizing PE aides to maximize student gatherings.
- ❖ Flu shots clinics on site for employees and students
- ❖ Ensure each school site has a “sick room” with isolation and ventilation (window, fan, air circulation, ideally a sink and restroom) and a separate room for “first aid station”
- ❖ Daily/weekly absence reports will be sent to the to the Superintendent’s office as requested with noted of fever and cough
- ❖ Substitutes utilized as employees are encouraged to stay home when sick
- ❖ Attention to social-emotional wellness is part of health and safety
- ❖ Cleaning scheduled enhanced for TK-3, and elementary SDC classrooms using FoodSafe cleaning materials
- ❖ Plexiglass installed for required at each site where the public interacts the most with the office - installed summer 2020
- ❖ Plexiglass installed for required small group work that requires less than 6 feet between student and therapist
- ❖ Ordering additional (non-latex) gloves and masks and distributed this summer to all sites
- ❖ Additional bus/transportation precautions in place to consider safety
- ❖ Training of safety precautions (and information sent out) for staff, students and families in advance of opening with additional instructions during first weeks of school
- ❖ Options for online instruction

Instruction

- ❖ In-person instruction will begin with extensive safety precautions
- ❖ Although we do not promote this desk/table placement for the strongest instructions strategies, we will arrange student desks/tables so that all students

are facing the same direction. This protocol will be released as soon as deemed possible

- ❖ Teaching through distance learning plan available for staff over 65 and medically vulnerable
- ❖ Utilize distance learning plan outlined in plan C
- ❖ Attention to specific student groups in regards to static student grouping and instructional consideration, ex: identify our low performing and at risk student groups and a plan so that distance/blended learning does not further the achievement gap, possibly allow highest need groups to work on distance learning in the school building with para supervision, use the framework for best practice with distance learning for english learners
- ❖ Address learning gaps from the 2019-2020 emergency distance learning
- ❖ At the beginning of the school year, give instruction on how to access computers, virtual tools and websites in order to prepare students in case we need to go back to distance learning
- ❖ Set protocols with specificity on safety routines in class, in hallway, in bathrooms, at recesses/passing periods, etc. that will be the same at each school
- ❖ Minimize passing of papers and utilize one turn-in box for papers combined with online instructions
- ❖ Additional staff training
- ❖ Face shields have been ordered for teachers that need it considering that some students need the visual cues, ex: english learners and hard of hearing/deaf students
- ❖ Garner more specific input from instructional cabinets and leadership teams

Special Education

- ❖ Traditional special education instruction (detailed precautions in place - see appendix)
- ❖ Cleaning scheduled enhanced for TK-3, and elementary SDC classrooms
- ❖ PPE enhanced for TK-3, MI, and elementary SDC classroom staffs
- ❖ Plexiglass installed for required small group work that requires less than 6 feet between student and teacher or therapist
- ❖ Agreements in place for distance learning as needed
- ❖ Assessment to determine regression since closure
- ❖ Assessment to determine regression since ESY as needed
- ❖ Co-taught classrooms for in-person as well as distance learning components
- ❖ Support provided by paraeducators for in-person as well as distance learning components
- ❖ Input from special education leadership teams on a more detailed plan

- ❖ Assessment carryover completed in the first 30 or 60 days
- ❖ For families who choose distance learning due to “health of child” concerns:
 - Identify service providers
 - Train for continued DL
 - Train for tele-assessment

Facilities

- ❖ Suspend facility use permits to maintain sanitized campus
- ❖ Daily disinfection of all shared spaces, ex: locker rooms, classrooms, bathrooms
- ❖ Increased airflow in shared spaces
- ❖ Taping off every other urinal to encourage distancing. Many restrooms have stalls
- ❖ Site by site assessment of needs

Site Operations

- ❖ No volunteers at school site during the school day
- ❖ Minimize close group gatherings and encourage social distancing awareness
- ❖ Plan for outdoor break times
- ❖ Hallways marked with blue tape to designate one way traffic
- ❖ Entering through one door and exiting to an outside door when possible
- ❖ Consider staggered class release times to minimize numbers of students in the hallway
- ❖ Keep classroom doors open when possible to minimize door handle usage
- ❖ Minimize wait time outside of the classroom group gatherings
- ❖ Students showing signs of temperature, sneezing, or coughing should be sent to the office
- ❖ Requesting parents to have limited exposure to campus
- ❖ Any parent on campus is encouraged to wear a personally supplied mask
- ❖ Keep exterior bathroom doors open as feasible
- ❖ Place bathroom trash cans by the exit door as possible to encourage the use of a paper towel to open doors
- ❖ Locker rooms will be monitored to ensure county guidelines are followed for maximum number allowed to gather
- ❖ Minimize the use of lockers
- ❖ Minimize the number of students in bathroom areas at the same time
- ❖ Cafeteria- no salad bars, no ala cart options
 - Breakfast would continue to be in the classrooms as is
 - Water would be offered and served by staff member. No drinking fountains. The water cooler is currently in the cafeteria kitchen to monitor. Children would have to come to the cafeteria to get water.

- Since we are social distancing, classes at the Elementary would have to come in at staggered times to get lunch and eat inside and outside cafeteria. Another option would be to have café staff or student helpers deliver lunches to classrooms. The teacher would have to check off who received a lunch.
- High school serving would be relatively easy. Lines would be marked with distance markings and we have entrance and exit door through serving area.

We would need:

- For lunch we would need to space each child in the cafeteria by using stickers and seating charts.
- Plexiglass installed in serving line to protect staff and students
- More outdoor seating and shade structures if not eating the classroom for elementary
- More staffing to help control kids and social distancing at elementary
- Another staff member in the cafeteria to replace Gelene

Technology

- ❖ Chromebooks will be checked out to any student or staff member needing it. Issued at one per student. Following the tech protocols to minimize sharing of devices
- ❖ The new student information system, Aeries, allows for student tracking of health office visits
- ❖ Increased family support for how to use the technology

Plan B

In-Person School with Required Social Distancing and Small Group Gatherings Combined with Distance Learning

Introduction

For Fall 2020, SJUSD will implement one of three plans. Plan B is the intermediate plan that will be put in place only if mandated. Plan B combines socially-distant in-person learning with restricted gathering sizes and distance learning. Plan B was drafted with input from administrators, teachers, and other staff members.

Plan B Focus and Broad Considerations

At its core, Plan B is focused on equitable learning through a program provided via a combination of distance learning and socially-distant, in-person instruction.

Within its focus, eight broad areas are addressed: 1. Safety and Wellness, 2. Instruction, 3. Special Education, 4. Co and Extracurriculars, 5. Facilities., 6 Site Operations, 7. Technology, and 8. Scheduling.

Safety and Wellness: Plan B has highly specific safety and wellness protocols. General considerations are outlined below. Scheduling is an incredibly important component of Plan B, and described in its own section below. At any one time the number of students would not exceed County guidelines.

District-wide Plan B requires:

- ❖ Well-designed, clear communication with students, families, and community members about Plan B guidelines.
- ❖ Self-wellness checks for staff and students before and during school time
- ❖ Students showing signs of temperature, sneezing, or coughing will be sent to the office
- ❖ Creative scheduling including built-in handwashing breaks, eliminating/re-structuring passing periods, adjustment of overall schedules
- ❖ Additional precautions for transportation will be in place to consider health and safety

- ❖ Static student groupings to minimize student interaction
- ❖ Staff training on all components of Plan B
- ❖ Attention to social-emotional wellness
- ❖ Additional handwashing stations
- ❖ Hand sanitizer available across each site, including play areas
- ❖ Enhanced cleaning schedules, including increased disinfection and sanitation by custodial staff
- ❖ Use of cleaning products modified by age level (ex: food-safe cleaning for TK-2 and SDC classrooms)
- ❖ Personal protective equipment (PPE) (ex: gloves and masks) use will be recommended for teachers per County guidelines, personally provided masks will be utilized for students and staff
- ❖ Plexiglass installed for required small group work that requires less than 6 feet between students and counselor/therapist
- ❖ Ordering non-latex gloves and masks
- ❖ Additional thermometers ordered for each school site
- ❖ Protocol in place for proper wearing and disposal of gloves and masks
- ❖ Additional certifications for staff to have the ability to use disinfectant
- ❖ Extra precautions for office staff
- ❖ Strict enforcement of illness policy including sending home anyone with a temperature of 100 or over, or per County guidelines.
- ❖ Students that are coughing, sneezing, or have a fever, will have a phone call home
- ❖ Follow County guidelines for the number of students who can gather during lunch times
- ❖ All in-person classes would be limited to 15 students (or following the County guidelines)
- ❖ Flu shot clinics on site for employees and students
- ❖ Ensure each school site has a "sick room" with isolation and ventilation (ex: window, fan, air circulation, ideally a sink and restroom)
- ❖ Daily/weekly absence reports will be sent to the Superintendent's Office as requested with notes of fever or cough
- ❖ Request parents to limit time on campus and to wear personally provided masks when unable to socially distance and no prohibited by personal health needs
- ❖ High School Plan B requires District-wide measures plus:
 - The option for online coursework at the high school level with a-g approval

Instruction

District-wide Plan B requires:

- ❖ Utilizing the same distance platform as Plan C, this is important should SJUSD have to fully transition to distance learning
- ❖ Attention to specific student groups in regards to static student grouping and instructional considerations, ex:
 - Identify our low performing and at risk student groups and a plan so that distance/blended learning does not further the achievement gap.
 - Possibly allow highest need groups to work on distance learning in the school building with para supervision on additional days
- ❖ Address learning gaps from the 2019-2020 emergency distance learning
- ❖ Plans for situations in which packets or materials are needed instead of/in addition to online instruction.
- ❖ Authentic assessment in both the in-person and distancing learning components
- ❖ If masks are required, they should have a clear area for the mouth for students who need the visual clues; or clear shields could be used. The use of masks will be determined by the County or State guidelines.
- ❖ Training for classroom aides on providing support during distance learning
- ❖ Consistent grading policies across in-person and distance learning
- ❖ Customization of instruction to fit the online vs in-person environment
- ❖ Review curricular areas and non a-g options that are not required, especially if those are difficult to offer through distance learning and socially distance learning
- ❖ Planning time for teachers
- ❖ Gather continuous input and feedback from instructional groups, leadership, and families
- ❖ To reduce the shared use of space by a large number of people, teacher movement between classes will be prioritized over student movement when possible, ex: teacher moves from class to class instead of students moving from class to class
- ❖ Consideration will be made for classes with extensive materials (science lab)
- ❖ Options for online instruction adapted by program level ex: elementary, middle and high may use different platforms or curriculum delivery models

Special Education

District-wide Plan B requires:

- ❖ Agreements in place for distance learning if needed
- ❖ Assessment to determine regression since closure
- ❖ Co-taught classrooms for in-person as well as distance learning components

- ❖ Support provided by paraeducators for in-person as well as distance learning components
- ❖ Grouping of students in two sessions that maximizes the ability to target goal areas with each student
- ❖ Plexiglass installed for required small group work that requires less than 6 feet between student and therapist
- ❖ Enhanced PPE for TK, lower elementary Special Day Class (SDC)

Co and Extracurricular

District-wide Plan B requires:

- ❖ Following state guidelines and orders

Facilities

District-wide Plan B requires:

- ❖ Regular schedule for cleaning
- ❖ Suspend facility use permits to maintain sanitized campus
- ❖ Daily disinfection of all shared spaces, ex: classrooms, bathrooms
- ❖ Increased airflow in shared spaces
- ❖ Place desks with 6 foot social distance
- ❖ When using tables, place students 6 feet apart
- ❖ Site by site assessment of cleaning needs
- ❖ Disinfecting areas between school sessions (see schedules below)
- ❖ Plexiglass installed at each office where the public interacts the most

Site Operations

District-wide Plan B requires:

- ❖ Redefinition of where students can go once on campus, but with a focus on increased use of outdoor space (ex: PE classes, students congregating in the quad won't exceed County guidelines)
- ❖ Specific policies and signage about walkway use ex: marking for one-way walkway use
- ❖ Visual communication such as signs about stopping the spread/distancing guidelines, handwashing, proper mask use, etc
- ❖ Cafeteria adjustments such as pre-bagged meals or staggered cafeteria use.
- ❖ Less frequent library check-out to allow items a two-week period with no use, hand sanitizer upon entry and exit to classrooms and office spaces
- ❖ Socially-distanced transportation for required in-person learning
- ❖ Volunteers will not be used at school sites during the school day

- ❖ Minimize close group gatherings and encourage social distancing per County guidelines
- ❖ Plan for outdoor break times
- ❖ Entering through one door and exiting to an outside door when possible
- ❖ Consider staggered class release times to minimize numbers of students in the walkway
- ❖ Keep exterior bathroom doors open when possible
- ❖ Minimize the number of students in the bathroom areas at the same time

Cafeteria

- ❖ Café would continue to serve meals like we did during closure and summer. Meals would be picked up at each school (we would need to deliver still at Parkfield) on a daily basis for in session and off session students. Students would come to the “meal pick up door” to get their lunch. Students off that day would go the door street side and students in session would go to the gated side at the elementary. A sign-up sheet for these lunches would be ideal so we can know what to plan for each day. Otherwise a lot of food and money could be wasted.
- ❖ Meals would be today’s lunch and tomorrow’s breakfast
- ❖ Middle school would have to either follow elementary or high school modes of picking up meals.
- ❖ High school would be the same idea as elementary; pick up location on site for in session and off session students at different locations.

We would need:

- More staffing to help control kids and social distancing at Elementary
- Another staff member in the cafeteria to replace Gelene
- An increase of supply costs would incur to the food service budget to prepackage everything

Technology

District-wide Plan B requires:

- ❖ Additional protocols will be put in place to minimize device sharing and maximize technology access at home
- ❖ That each student is assigned their own device (as needed) so that there is no device sharing
- ❖ Access to WiFi for every student that needs it
- ❖ Identification of key platforms for all teachers to use and ensure subscriptions (although many are temporary free platforms)

- ❖ Increased teacher support/PD to use the technology for distance and blended learning

Scheduling

One of the most important aspects of Plan B is scheduling, because this is one of the ways schools can provide for social distancing requirements. Therefore, scheduling is described below:

District-wide Plan B requires:

- ❖ Only half of the students will be present at any one time.
- ❖ For each in-person day, classes will be divided by two or three and students will be assigned the same teacher each day of attendance.

Plan B Sample Elementary Schedule

Digital Platforms	Grades	Days / Time
Seesaw / Zoom	TK - 2	Monday & Thursday* 8-3
Google Classroom / Zoom	3 - 5	Tuesday & Friday* 8-3
Seesaw & Google Classroom & Zoom	Special Day Class (Varied Grades)	Monday through Friday 8-3

* Start and dismissal times may change slightly.

Note: Example: TK - 2: ½ of the class comes to campus on Monday and the other half comes to campus on Thursday.

RSP and Related Services: During on campus instructional day. Pull out or push in determined by each student's IEP. Amendments may have to be created to support reduced minutes on campus. Distance learning provided as well.

SDC: During instructional day, increased PPE for all staff and students.

Deep Cleaning of SES to be done on Wednesday in addition to the extra cleaning done each afternoon.

Plan B Sample Secondary Schedule

Digital Platforms	Grades	Days / Time
Google Classroom / Zoom	6-8	Monday, Wednesday & Thursday* 8-3
Google Classroom / Zoom	9-12	Tuesday & Thursday* 8-3

* Start and dismissal times may change slightly.

*Note: 6-8: On Monday all 6th grade will come on campus and be split up into three classrooms. On Wednesday all 7th graders will come on campus and be split into three classrooms. On Thursday the 8th grade will come onto campus.

Note: 9-12: On Tuesday grades 9 and 10 will come to campus and be split into 4 classrooms. On Thursday grades 11 and 12 will come to campus and be split into 4 classrooms.

RSP and Related Services: During on campus instructional day. Pull out or push in determined by each student's IEP. Amendments may have to be created to support reduced minutes on campus. Distance learning provided as well.

Deep cleaning of SHS and SMS will be completed on Fridays in addition to the extra cleaning done each afternoon.

Teachers and Paraeducators

District-wide Plan B requires:

- ❖ All teachers will report to their campus(es) Monday through Friday for their contractual hours.
- ❖ All paraeducators will report to their campus(es) Monday through Friday for their contractual hours.
- ❖ Preparation time and a 30 minute duty free lunch will be provided as per contract.

Plan C

Full Distance Learning

Introduction

For Fall 2020, SJUSD will implement one of three plans. Plan C instruction will be described in detail in which will be revised with input from teachers, parents, and staff, for the 2020-2021 school year. Lessons were learned from the emergency Spring distance learning, and these best practices will be added to the new distance learning plan. Other facets of Plan C are described below. Plan C was drafted with input from administrators and teachers.

Plan C Focus and Broad Considerations

At its core, Plan C includes a distance learning plan that would be utilized if a full shelter-at-home order was in place. Components of Plan C could be used for the Distance Learning portions of Plans A and B.

Within this focus, eight broad areas are addressed: 1. Safety and Wellness, 2. Instruction, 3. Special Education, 4. Co and Extracurriculars, 5. Facilities, 6. Site Operations, 7. Technology, and 8. Scheduling. The broad considerations are each addressed below. Some of the key facets listed under each may apply to multiple broad considerations but only listed one time.

Safety and Wellness

- ❖ Well-designed, clear communication with students, families, and community members about Plan C guidelines
- ❖ Social-emotional wellness checks for staff and students that include emotional well-being
- ❖ Strict guidelines will be followed if any items are picked up at school ex: books, lesson materials, etc.
- ❖ Staff training on all components of Plan C
- ❖ Enhanced cleaning schedules, including increased disinfecting and sanitation by custodial staff of site facilities being used
- ❖ Personal protective equipment (PPE) (ex: non latex gloves and mask) use will be recommended for staff per County guidelines, personally provided mask may be utilized for students and staff
- ❖ Additional voluntary certifications for staff to have the ability to use disinfectant

- ❖ Monitor screen time of students and staff

Instruction

- ❖ Utilizing a common distance platform across grade levels-Google Apps for Education-GAFE
- ❖ Utilizing district supported software and programs that work well with distance learning
- ❖ Attention to specific student groups in regards instructional considerations, ex: identify our low performing and at risk student groups and a plan so that distance learning does not further the achievement gap, use the framework for best practice with Distance Learning for English learners
- ❖ Scheduling small group instruction for the first week or two to help the teachers build community and go over expectations. Mostly likely zoom, or hangout
- ❖ Address learning gaps from the 2019-2020 emergency distance learning
- ❖ Plan for situation in which packets or materials are needed instead of/in addition to online instruction
- ❖ Authentic assessment
- ❖ Focus on student collaboration
- ❖ Training for classroom aides on providing support during distance learning
- ❖ Consistent grading policies
- ❖ Customization of instruction to fit the online environment
- ❖ Review of curricular areas and non a-g options that are not required, especially if those are extremely difficult to offer through distance learning
- ❖ Plans for summer school should Plan C continue into Summer 2021
- ❖ Planning time for teachers
- ❖ Gather continuous input and feedback from instructional groups, leadership, parents, and students
- ❖ Consideration will be made for classes with extensive materials (Science lab-for example)
- ❖ Creative use of specialists to support distance learning, ex: library techs and PE teachers
- ❖ A plan for credit and grade recovery for high school students
- ❖ Special considerations for ELD and special education instruction
- ❖ Assessment proctoring policies and guidelines
- ❖ A-g classes that are fully hands on, or require a hands-on component (ex: science) will need special consideration

Special Education

- ❖ Agreements in place for distance learning

- ❖ Develop assessments to determine progress on goals in new DL format
- ❖ Co-taught classrooms for distance learning components maintained
- ❖ Tele-assessment skills developed in all providers
- ❖ Support provided by paraeducators for distance learning components
- ❖ Additional PD for Ed Specialist and other service providers to enhance tele therapy and distance learning

Co and Extracurricular

- ❖ Activities are only provided virtually during distance learning where possible following state and local guidelines and orders

Facilities

- ❖ Childcare facilities may be provided for childcare for essential workers
- ❖ Regular schedule for cleaning
- ❖ Suspend facility use permits to maintain sanitized campus
- ❖ Site by site assessment of cleaning and modification needs
- ❖ Plexiglass installed at each office where the public may interact with essential workers
- ❖ Management of the construction process and workers that brings non-school employees to campus

Site Operations

- ❖ Utilized for essential workers only
- ❖ Strict guidelines will be followed in the event students and parents come to facilities to pick up materials
- ❖ Visual communication such as signs about stopping the spread/distancing guidelines, handwashing, proper mask use, etc. ; adding ground markers in high traffic areas such as the front office, restrooms, pick up zones, to indicate distance
- ❖ Shared space adjustments following County guidelines
- ❖ Less frequent library check-out may be utilized to allow items a two-week period with no use
- ❖ Cafeteria- Same model as we have been using during the closure: delivery to Parkfield and pick up at elementary. We would need to add a pick up for high school students to separate meals under NSLP guidelines
- ❖ Meals would be today's lunch and tomorrow's breakfast
- ❖ We would need students/parents to sign up for meals to know how much to plan for each day
- ❖ We could possibly do weekly meal kits instead of daily

- ❖ An increase of supply costs would incur to the food service budget to prepackage everything

Technology

- ❖ Hot spots will be checked out to any staff member needing it for distance learning
- ❖ Chromebooks will be checked out to any student or staff member needing it
- ❖ Increased family support for how to use the technology
- ❖ Increased teacher support/PD to use the technology for distance learning
- ❖ Support district purchased software and programs that work well with distance learning

Scheduling

- ❖ Additional teacher planning days may be scheduled to support distance learning

SHANDON JOINT UNIFIED SCHOOL DISTRICT 10.2

Regular Meeting of the Board of Trustees

MEETING DATE: July 21, 2020

AGENDA ITEM TITLE:

Adoption of Resolution 2020-21-01 approving plan for the safe reopening of schools and delegate emergency authority during the coronavirus/COVID-19 pandemic

PREPARED BY:

G. Gavilanes

AGENDA SECTION:

☐ Reports ☐ Consent ☒ Discussion/Action ☐ First Reading ☐ Information ☐ Resolution

SUMMARY:

Provided for your approval is the Resolution 2020-21-01.

RECOMMENDED ACTION:

Approval

**BOARD OF TRUSTEES
OF THE
SHANDON JOINT UNIFIED SCHOOL DISTRICT**

RESOLUTION TO REOPEN SCHOOLS,) Resolution No. 2020-21-01
APPROVE THE DISTRICT’S REOPENING)
PLAN, AND DELEGATE EMERGENCY)
AUTHORITY DURING THE)
CORONAVIRUS/COVID-19 PANDEMIC)

WHEREAS, on March 4, 2020, Governor Gavin Newsom declared a statewide emergency arising from the COVID-19 Pandemic.

WHEREAS, on March 13, 2020, the President of the United States declared a national State of Emergency due to the outbreak and spread of COVID-19.

WHEREAS, on March 13, 2020, Governor Gavin Newsom issued Executive Order N-26-20. The Order provides that, if schools close to address COVID-19, the District will continue to receive state funding to support the District’s programs and services specified in the Executive Order, including, but not limited to, providing distance learning or independent study to impacted students and to pay District employees.

WHEREAS, on March 19, 2020, in response to the rapid spread of COVID-19 throughout California, Governor Gavin Newsom issued a statewide stay-at-home order to preserve the public health and safety.

WHEREAS, both the California and United States remain in a current state of emergency resulting from the spread of COVID-19.

WHEREAS, Article I, Section 28 of the California Constitution declares that “[a]ll students and staff of public, primary, elementary, junior high, and senior high school ... have the inalienable right to attend campuses which are safe, secure and peaceful.”

WHEREAS, California Education Code section 35161 permits the Board to delegate to an officer or employee of the District any of the Board’s powers and duties, and the Board desires to delegate to the District Superintendent/designees certain powers and duties to address changing needs related to reopening schools after the emergency closure and during the COVID-19 Pandemic state of emergency.

WHEREAS, District schools closed as part of a significant effort to limit the spread of COVID-19 and the District began a distance learning program to ensure that students would be able to continue their education during this crisis.

WHEREAS, the District continued food service operations throughout the duration of this crisis and the District is committed to ensuring that students have access to meals regardless of the status of in-person instruction.

WHEREAS, the District recognizes that schools are fundamental to child and adolescent development and well-being and provide students with academic instruction, social and emotional skills, reliable nutrition, physical and mental health therapy, and opportunities for physical activity, among other benefits. These benefits are described by the American Academy of Pediatrics and are widely accepted and recognized.

WHEREAS, the Board of Trustees recognizes that the nature of the COVID-19 crisis is ever-changing and that immediate responses to issues is of paramount importance to ensuring the safety and well-being of students, their families and District employees.

WHEREAS, the District Administration has developed and presented to the Board a reopening plan that will guide the District's efforts to reopen schools in a constantly changing environment with an emphasis on student and employee safety, while endeavoring to provide a high quality educational program with multiple educational models.

WHEREAS, the District sought employee, public, and expert input in developing this plan, including engaging with its certificated and classified labor partners.

WHEREAS, the District took into consideration local, State and Federal laws, State and local public health guidance, California Department of Education guidance, new and developing laws and regulations, among other relevant information.

WHEREAS, the Board of Trustees remains committed to a safe learning environment for students and staff and high instructional outcomes for our students.

WHEREAS, it is imperative that the Superintendent/designee have the tools to ensure the health and safety of students, staff, and families and to ensure student learning continues as health conditions and health risks change.

WHEREAS, Board Policy 3516.5 authorizes the Superintendent to close a school site, change the regular school day schedule, or take any necessary action when emergencies warrant. Board Policies 0450 and 3516 also provide the Superintendent with direction on the creation of the District's comprehensive safety plan and the District's emergencies and disaster preparedness plan, which provide reasonable steps to prevent and/or mitigate the impact of an emergency on District students, staff, and schools. Board Policy 2210 authorizes the Superintendent to take immediate action that is necessary to avoid any risk to the safety or security of students, staff, or district property and act on behalf of the District in a manner that is consistent with law and other relevant Board Policies.

NOW, THEREFORE, BE IT RESOLVED AND ORDERED that the Board of Trustees hereby declares that the COVID-19 Pandemic emergency is continuing and ongoing.

BE IT FURTHER RESOLVED AND ORDERED the Board of Trustees is committed to continuing working collaboratively with our labor partners throughout this challenging time.

BE IT FURTHER RESOLVED AND ORDERED that the Board of Trustees expects that District administration will continue to review guidance from State and local public health officials, monitor the spread of COVID-19 and its impact on our schools and District operations, coordinate with the County Public Health Director, and take all reasonable steps needed to follow state and local public health directives.

BE IT FURTHER RESOLVED AND ORDERED that the Board of Trustees hereby adopts and approves the District's reopening plan and authorizes the implementation of that plan as presented.

BE IT FURTHER RESOLVED AND ORDERED that the Board of Trustees hereby delegates to the Superintendent authority to take all necessary and appropriate action to respond to the COVID-19 Pandemic emergency, including but not limited to, any action:

- A. To ensure and protect the welfare, safety and educational well-being of all students and employees;
- B. To use any instructional model or combination of models contained in the District's reopening plan as needed and as conditions change;
- C. To close, cancel, or modify activities, programs, or courses on a case-by-case basis including, by classroom, grade level, area of a school site, by school site or program, or on a district wide basis;
- D. To reopen classes/schools/programs after closure in a manner consistent with public health directives and the District's Reopening Plan; and
- E. To protect District property.

BE IT FURTHER RESOLVED AND ORDERED that the Superintendent is expected to provide regular updates to the Board and consult with the Board on key decisions.

BE IT FURTHER RESOLVED AND ORDERED that all or any portion of this Resolution or the District's reopening plan may be altered or deleted by formal board action, if necessary;

BE IT FURTHER RESOLVED AND ORDERED that should any portion of this Resolution be held invalid, the invalidity shall not affect other provisions or applications of the Resolution which can be given effect without the invalid provisions or application, and to this end the provisions of this Resolution are declared to be severable.

BE IT FURTHER RESOLVED AND ORDERED that this Resolution is an emergency measure within the mandate and jurisdiction of the Board and is necessary for the immediate welfare of the schools and its students. Therefore, this Resolution shall become effective immediately upon its adoption and shall remain in effect until repealed by formal Board action.

PASSED AND ADOPTED by the Board of Trustees of the Shandon Joint Unified School District, Shandon, California at a public meeting thereof duly called and held on July 21, 2020.

AYES: _____

NAYS: _____

ABSENT: _____

ABSTAIN: _____

I, Marlene Thomason, Board President of the Board of Trustees of the Shandon Joint Unified School District, do hereby certify that the foregoing is a full and correct copy of a Resolution 2020-21-01 adopted by the Board at a duly called and conducted meeting held on July 21, 2020.

Marlene Thomason
President, Board of Trustees
Shandon Joint Unified School District
Shandon, California

SHANDON JOINT UNIFIED SCHOOL DISTRICT

10.3

Regular Meeting of the Board of Trustees

MEETING DATE: July 21, 2020

AGENDA ITEM TITLE:

Discussion and possible approval of Bid for a walk-in cooler and exhaust fan

PREPARED BY:

Dr. Benson

AGENDA SECTION:

☐ Reports ☐ Consent ☒ Discussion/Action ☐ First Reading ☐ Information ☐ Resolution

SUMMARY:

Bid by JR Barto Heating/AC/Sheet Metal Inc. for \$9,423 for a walk-in cooler and exhaust fan.

RECOMMENDED ACTION:

Approval



BID SCOPE

JOB # 20-8587P

TO: Shandon Joint Unified School District

FROM: Ross Lorencz/sd/jy

ATTN: Jessie Wesch

DATE: 3/16/2020

FAX: N/A

PAGES: One

PHONE: 805-591-8354

E-MAIL: jwesch@shandonschools.org

COMMENTS: Please call our office @ (805) 928-5486 if you have any questions.

JOB: Shandon Elementary School
301 S. 1st Street, Shandon, CA 93401

SCOPE: Provide all material, equipment, and labor required to remove, replace, and relocate one (1) walk-in cooler condensing unit. Supply and install one (1) rooftop exhaust fan for dishwasher room.
Work Includes:

Walk-in Cooler

- Condensing Unit
- Refrigeration Piping
- Electrical
- New TXV
- Roof Curb
- Weatherproof Cover for Condenser
- Start-up

Base Bid Amount . . . Yes [] No [] \$ 5,743.00

Exhaust Fan

- One (1) Rooftop Exhaust Fan
- Electrical
- Ducting
- Roof Curb
- Start-up

Base Bid Amount . . . Yes [] No [] \$ 3,680.00

ADDITIONAL TERMS/CONDITIONS:

1. All tax, material, and labor included in quote.
2. All warranty periods, minimum one (1) year, begins on date of start-up.
Note: There will be no warranties on any equipment/materials not supplied and installed by J.R. Barto.
3. Payment terms are Net 30 days from date of invoice. Past due accounts will be charged 1.5% interest per month or maximum allowed by California State Law plus costs of collection, including attorney fees if incurred.
4. Bid-Scope may be withdrawn by J.R. Barto Heating, A/C., SM, Inc. if not accepted within **30 days**.
5. Reference J.R. Barto, Inc. Standard Provisions. Available upon request.

6/23/20 "Another 30 days is perfectly fine."

EXCLUSIONS:

•ACCESS DOORS•ASBESTOS REMOVAL•BATHROOM ACCESSORIES•BOILER FLUE•BOILERS•BONDS/BOND FEES•CADFILE FEES•CARBON MONOXIDE (CO) SENSORS•CARPENTRY/CUTTING•CATHODIC PROTECTION•COMMISSIONING•COMPACTION TESTING•CONCRETE CORING•CONDENSATE DRAINS•DEMOLITION•DOOR LOUVERS•DUMPSTER CHARGES/FEES•ELEC CONDUIT•ELEC CONTROLS CONDUIT•ELECTRICAL•ESCORTS•FIRE PROTECTION•FIRE STOPPING•FOUNDATION DRAIN•GAS PIPING•HOUSEKEEPING PADS•HYDRONIC PIPING•LANDSCAPE OR IRRIGATION•MONOKOTE PATCHING•MONOKOTE SCRAPPING•MOTOR STARTERS•NON METALLIC FLASHING•PATCHING, OR PAINTING•PERMITS, METERS, OR FEES•PLUMBING/PIPING•POURED/FORMED CONCRETE•PUMPS•REGISTER WIRES•RIP RAP•ROOF EDGE/VALLEY METAL•ROOF INSULATION/ROOFING•ROOF UNDERLAYMENT•SANITARY FACILITIES•SKYLIGHTS•SPOILS REMOVAL•STAKING OR SURVEYING•STRUCTURAL FRAMING/BLOCKING•TEMPORARY POWER•TEMPORARY WATER•TITLE 24 ENERGY DOCUMENTATION•TRENCHING AND BACKFILLING•WATER HEATER FLUE•WELD KITCHEN HOOD TO GREASE DUCT•

Accepted By: _____
(Signature)

Date: _____

(Title)

SHANDON JOINT UNIFIED SCHOOL DISTRICT

10.4

Regular Meeting of the Board of Trustees

MEETING DATE: July 21, 2020

AGENDA ITEM TITLE:

Public employee appointment and approval of 2020-2024 Contract of Employment

Job Title: Superintendent/Principal

PREPARED BY:

Grant Herndon

AGENDA SECTION:

☐ Reports ☐ Consent ☒ Discussion/Action ☐ First Reading ☐ Information ☐ Resolution

SUMMARY:

Provided for your review and approval of new 2020-2024 employment contract of the Superintendent/Principal.

RECOMMENDED ACTION:

Approval

**SHANDON JOINT UNIFIED SCHOOL DISTRICT
CONTRACT OF EMPLOYMENT
SUPERINTENDENT/PRINCIPAL
July 1, 2020 – June 30, 2024**

This Contract of Employment ("Contract") is entered into by the Governing Board of the Shandon Joint Unified School District of San Luis Obispo County, California ("Board" or "District"), and Kristina L. Benson, Ed.D. ("Superintendent/Principal").

Recitals

- A. Superintendent/Principal is currently employed by District under a Contract of Employment for the period July 1, 2018, through June 30, 2021 (the "2018-21 Employment Contract").
- B. The parties wish to terminate the 2018-21 Employment Contract and reemploy Superintendent/Principal for an extended term, effective July 1, 2021, on the terms and conditions mutually agreed to by the parties.

Terms

1. Termination of Current Term of Employment and Reemployment for New Term. Pursuant to its action duly taken in an open session of a regular public board meeting on July 21, 2020, and recorded in its official records of proceedings, and with the consent of Superintendent/Principal, Board hereby terminates Superintendent/Principal's existing term of employment and the 2018-21 Employment Contract, effective July 1, 2020, and reemploys her for a term commencing July 1, 2020, and continuing through June 30, 2024.

Not later than 90 days prior to the termination date of this Contract (including any extensions), Superintendent/Principal shall in writing notify each board member of the provisions of Education Code section 35031 and the fact that this Contract is automatically renewed for a term of the same length as the one completed, under the same terms and conditions and with the same compensation, unless Board gives written notice of nonrenewal to Superintendent/Principal at least 45 days prior to its expiration. Superintendent/Principal's failure to give notice required by this paragraph constitutes a material breach of the terms of employment.

2. Salary. Board agrees to pay Superintendent/Principal a base annual salary of \$132,600, representing placement at Step 6 on the District's Superintendent/Principal Salary Schedule (a copy of which is appended to this Contract as Attachment A and incorporated by reference). Superintendent/Principal shall advance one step on the Salary Schedule each subsequent July 1 this Contract remains in effect, provided she

receives an overall satisfactory evaluation for the prior fiscal year. In addition, Superintendent/Principal shall be entitled to any degree stipend provided to District's certificated employees. These amounts shall be payable in 12 monthly installments and pro-rated for any partial month or year of service.

Board reserves the right to increase salary and/or benefits for any period of this Contract. District may deduct or withhold from Superintendent/Principal's salary any and all sums required for income taxes and all federal, state, or local taxes and withholdings, including contributions to the California State Teachers' Retirement System, which are now or become applicable in the future.

3. **Workdays.** Superintendent/Principal shall work 220 days during each fiscal year, excluding holidays, Saturdays, and Sundays. No excess duty days shall be accumulated from year to year or cashed out in the event this Contract is terminated for any reason. The parties recognize that the demands of the position will require Superintendent/Principal to average more than eight hours per day and/or 40 hours per week and agree that Superintendent/Principal will not be entitled to overtime compensation.

4. **Duties.** Superintendent/Principal shall serve as the chief administrative officer of the District, which includes administration of the District's instructional program, business affairs, personnel services, and property management functions, with the assistance of district personnel, along with any other duties specified in board policy and any job description for the position. Among other things, this shall include nomination for employment and assignment of all employees in accordance with the laws of the state of California and the appropriate rules and regulations of the state and those of the Board, as well as recommendations concerning discipline and dismissal of employees. In addition, Superintendent/Principal shall:

- A. Review all policies adopted by Board and make appropriate recommendations to Board;
- B. Evaluate or cause to be evaluated all district employees as required by law and district policy;
- C. Advise Board of all possible funding sources that might be available to implement present or contemplated district programs;
- D. Establish and maintain positive community, staff, and board relations;
- E. Serve as liaison to Board with respect to employer-employee relations and make recommendations to Board concerning those matters;
- F. Recommend district goals and objectives for the ensuing year or years.

G. Maintain and improve her professional competence; and

H. Execute all powers and duties lawfully delegated to her in accordance with policies adopted by Board, which may require ratification by Board and shall be referred by Superintendent/Principal to Board at the earliest possible opportunity.

In addition, due to the size of the District, Superintendent/Principal shall undertake additional duties as Principal of Shandon High School. The duties of the Principal are ancillary to the duties of the Superintendent. Termination of this Contract for any reason shall be effective as to both positions, notwithstanding Education Code section 44951.

5. **Evaluation.** Board shall discuss its working relationship with Superintendent/Principal and her job performance on an as-needed basis at regular or special meetings. At least once a year a portion of the meeting shall be devoted to (a) formal criteria to be used to evaluate Superintendent/Principal, (b) an oral and written evaluation of Superintendent/Principal's performance (including a formal annual evaluation by June 30 each year), (c) review of Superintendent/Principal's salary and benefits, and (d) discussion of goals and objectives for the succeeding year. Board's failure to conduct an evaluation under this paragraph shall not prevent Board from acting to terminate Superintendent/Principal's employment if Board determines, in its discretion, that such action is warranted. These discussions shall take place in a closed session, provided that board discussion of salary and benefits must occur in an open session or in a closed session agendized for a conference with designated labor negotiator(s) and without Superintendent/Principal being present.

6. **Devotion of Professional Services.** Superintendent/Principal shall give her exclusive professional service to District during the period of time that service is to be rendered except as otherwise provided in this Contract. Superintendent/Principal may undertake consultative professional work, engage in speaking for hire, write, lecture, or engage in other professional undertakings provided such activities do not tend to impair Superintendent/Principal's effectiveness, in the exclusive judgment of Board. Superintendent/Principal's outside professional activities shall not occur during regular work hours or otherwise interfere with her ability to satisfactorily perform the duties of the position. Superintendent/Principal agrees not to use district staff or property in performing any outside activities without Board's prior written approval. In no case will District be responsible for any expenses attendant to the performance of any outside activities unless prior board approval is obtained. Superintendent/Principal may retain any income derived from these activities.

7. Health and Welfare Benefits and Leaves.

A. *Health and Welfare Benefits.* Superintendent/Principal shall be entitled to the health and welfare benefits provided to District's certificated employees.

B. *Sick Leave.* Superintendent/Principal shall be entitled to 14 sick leave days per fiscal year or pro rata amount thereof based on proportionate accrual for each full calendar month of service. Superintendent/Principal shall also be entitled to accumulate unused sick leave from year to year without limitation. Upon termination of this Contract, Superintendent/Principal shall not be entitled to compensation from District for any unused sick leave.

C. *Other Leave.* Superintendent/Principal shall be entitled to any personal necessity, bereavement, or other leaves provided to District's certificated employees by law or policy.

8. **Use of Automobile.** Superintendent/Principal shall be required to maintain her own vehicle for all travel related to district business and maintain property damage and liability insurance for her vehicle in at least the minimum amounts required by law. Superintendent/Principal shall be solely responsible for all expenses to maintain and insure her personal vehicle and provide proof of insurance.

9. **Business Expenses.** Superintendent/Principal shall be reimbursed for all actual and necessary business expenses, including travel-related expenses permitted by district policy or incurred with prior approval of the Board, which may include but are not limited to subscriptions to appropriate professional publications to maintain and improve her professional competence. Superintendent/Principal shall provide appropriate documentation to support expenses for which reimbursement is requested.

10. **Professional Dues and Conferences.** During the term of this Contract, District shall pay Superintendent/Principal's membership dues in board approved organizations such as ASCA, CASBO, and SSDA. In addition, District will pay for her attendance at educational conferences and meetings.

11. **Indemnification.** District shall indemnify and defend Superintendent/Principal as required under the provisions of Government Code section 825 and following and section 995 and following.

12. **Termination.** This Contract may be terminated prior to its expiration date on the basis of any of the following:

A. *Mutual Agreement.* The parties may terminate the Contract by mutual written consent at any time.

B. *Resignation or Retirement.* Superintendent/Principal may terminate this Contract upon written notice to the Board given 120 days prior to the effective date of the resignation or retirement.

C. *Termination for Cause.* District may terminate this Contract for cause at any time based on one or more of the following: (1) any of the grounds enumerated in Education Code section 44932 (whether or not a prior notice of unsatisfactory conduct or notice of unsatisfactory performance was issued), (2) any failure by the Superintendent/Principal to perform the responsibilities set forth in this Contract or as specified in the Superintendent/Principal's job description, (3) breach of any provision of this Contract, or (4) any other reason constituting cause for termination of this Contract.

Prior to exercising this option, Board shall give Superintendent/Principal written notice of its intention with a statement of the specific acts and/or omissions that give rise to the proposed action. No action shall be taken on a proposed termination for cause until Superintendent/Principal has had an opportunity to meet with Board to provide an explanation and/or defense. Superintendent/Principal may be represented by counsel at the meeting, at her own expense. The meeting with Board shall not be an evidentiary hearing and neither side shall be entitled to call witnesses. Any decision to terminate for cause shall be effective upon the date determined by Board.

D. *Nonrenewal by District.* Board may elect not to renew this Contract for any reason by providing Superintendent/Principal with 45 days' written notice prior to its expiration in accordance with Education Code section 35031.

E. *Early Termination by District.* Upon determination that it is in the best interests of District to obtain a new chief administrative officer, at Board's sole discretion and in exchange for the compensation provided in this subparagraph, Board may terminate this Contract prior to the expiration of its term. Prior to exercising this option, Board shall give Superintendent/Principal an opportunity to meet with Board to discuss its intentions. However, no cause need be alleged or demonstrated other than Board's determination that such action is in District's best interests.

In the event Board exercises this option, Superintendent/Principal agrees to relinquish/waive any and all claims and/or legal actions against District, including but not limited to any claims/actions under this Contract, in exchange for an amount calculated by multiplying the number of months remaining on this Contract by Superintendent/Principal's monthly base salary (see Paragraph 2) at the time of Board's decision. However, in no event shall the amount paid to Superintendent/

Principal exceed an amount equivalent to 12 months' salary. In exercising this option, District is not obligated to provide health and welfare benefits beyond the termination date.

The parties agree that any damages to Superintendent/Principal that may result from Board's early termination of this Contract without cause cannot be readily ascertained. Accordingly, the parties agree that the payments made pursuant to this subparagraph D constitute reasonable liquidated damages for the Superintendent/Principal, fully compensate Superintendent/Principal for all tort, contract, and other damages of any nature whatsoever, whether in law or equity, and do not result in a penalty. The parties agree that District's completion of its obligations under this subparagraph D constitutes Superintendent/Principal's sole remedy to the fullest extent provided by law. Finally, the parties agree that this provision meets the requirements governing maximum cash settlements as set forth in Government Code section 53260 and following.

F. *Termination of Status as Certificated Employee.* Superintendent/Principal's status as a permanent or probationary certificated district employee, as applicable, may be terminated in accordance with applicable provisions of law.

13. Limitation on Cash Settlement and Noncash Benefits Upon Termination. The parties acknowledge that pursuant to the requirements of state law (Government Code sections 53260-53261), the following restrictions apply:

A. In the event this Contract is terminated for any reason, no cash settlement may be made in an amount which exceeds the salary remaining under this Contract or salary for 12 months, whichever is less.

B. In the event this Contract is terminated for any reason, no noncash benefit may be conferred in settlement except for employer-paid health benefits which may be provided for a period not to exceed the monthly period by which any cash settlement is measured. In any event, employer-paid health benefits shall be discontinued if and when the employee obtains other employment before the measuring period has expired.

C. Notwithstanding the provisions of subparagraphs A and B above, if Board, including an administrator appointed by the Superintendent of Public Instruction, terminates this Contract, Board may not provide a cash or noncash settlement to Superintendent/Principal in an amount greater than Superintendent/Principal's monthly salary multiplied by zero to six if Board believes, and subsequently confirms pursuant to an independent audit, that Superintendent/Principal has engaged in fraud, misappropriation of funds, or other illegal fiscal practices. The

amount of the cash settlement described in this subparagraph shall be determined by an administrative law judge after a hearing.

The foregoing provisions reflect statutory limitations on the legal rights and authority of the parties and are not intended as a settlement commitment or guarantee by either party. In the event of early termination by District under Paragraph 12.E (Early Termination by District), more restrictive contractual restrictions apply.

14. **Reimbursement Upon Conviction of Abuse of Office.** Pursuant to Government Code sections 53243-53243.4, if District provides funds to Superintendent/Principal for any of the following purposes, Superintendent/Principal shall fully reimburse District in the event she is convicted of a crime involving abuse of office or position as defined in Government Code section 53243.4:

- A. Paid leave salary pending an investigation;
- B. Payment for Superintendent/Principal's legal criminal defense; or
- C. Any cash settlement related to the termination of Superintendent/Principal's employment.

15. **Credentials, Certifications, and Other Legal Requirements.** Superintendent/Principal certifies that she possesses and will maintain during the entire term of this Contract valid and appropriate credentials and certifications to act as Superintendent/Principal as required by law.

This Contract and the commencement and continuation of Superintendent/Principal's employment by District are subject to the requirements of applicable law and regulation.

16. **Notification of Status as Finalist in Employment Search.** Superintendent/Principal shall immediately notify Board in writing if she becomes a finalist for employment outside District.

17. **Review of Contract.** Superintendent/Principal has had the opportunity to obtain independent legal or other professional advice with regard to this Contract and the consequences that flow from it, including tax and retirement consequences. She assumes sole liability for all state and federal tax and retirement consequences flowing from this Contract. District shall not be liable for any state or federal tax consequences or any retirement consequences of any nature as a result of this Contract, and Superintendent/Principal assumes sole liability for any such consequences.

18. **Governing Laws/Severance.** This Contract shall be construed in accordance with and governed by the laws of the state of California. Should any provision of this Contract be found invalid by a court of competent jurisdiction, the remaining provisions shall nevertheless remain in full force and effect.

19. **Modification.** This Contract cannot be changed or supplemented orally and may be modified or superseded only by a written instrument executed by both parties.

20. **Entire Agreement.** This Contract constitutes the entire agreement and understanding between the parties. There are no other oral understandings, terms, or conditions and neither party has relied upon any representation, express or implied, not contained in this Contract. All prior understandings, terms, and conditions are deemed merged into this Contract.

21. **Successors and Assigns.** Both parties hereby agree and represent that this Contract shall bind and benefit their heirs, successors, assigns, and each of them, and that each party has full power and authority to execute this Contract.

This Contract is executed at Shandon, San Luis Obispo County, California.

SUPERINTENDENT/PRINCIPAL

GOVERNING BOARD OF THE SHANDON
JOINT UNIFIED SCHOOL DISTRICT

KRISTINA L. BENSON, Ed.D.

By: _____
MARLENE THOMASON, PRESIDENT

Date: July 21, 2020

Date: July 21, 2020

Attachment: Salary Schedule

Approved as to Form
Schools Legal Service

Grant Herndon
General Counsel
July 15, 2020

SHANDON JOINT UNIFIED SCHOOL DISTRICT

2018-2019- 2%

ELEMENTARY PRINCIPAL SALARY SCHEDULE

Step	Amount	
1	\$89,405	
2	\$91,556	2.35%
3	\$93,709	2.30%
4	\$95,862	2.25%
5	\$98,014	2.20%
6	\$100,166	2.15%
7	\$102,319	2.10%
8	\$104,470	2.06%
9	\$106,624	2.02%
10	\$108,776	1.98%

Approximately \$2,100 per year

200 days

Board Approved, 4/17/18

Board Approved 8/6/19 2% to 18/19 Salary

SCHOOL PSYCHOLOGIST SALARY SCHEDULE

Step	Amount	
1	\$86,728	
2	\$89,278	2.86%
3	\$91,828	2.78%
4	\$94,378	2.70%
5	\$96,928	2.63%
6	\$99,478	2.56%
7	\$102,028	2.50%
8	\$104,578	2.44%
9	\$107,128	2.38%
10	\$109,678	2.32%

\$2500 per year

184 days

SUPERINTENDENT/PRINCIPAL SALARY SCHEDULE

Step	Amount	
1	\$114,750	
2	\$118,320	3.02%
3	\$121,890	2.93%
4	\$125,460	2.85%
5	\$129,030	2.77%
6	\$132,600	2.69%
7	\$136,170	2.62%
8	\$139,740	2.55%
9	\$143,310	2.49%
10	\$146,880	2.43%

\$3500 per year

220 days per year