

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

This disclosure document is intended to assist the district's Governing Board in determining whether the district can meet the cost of the tentative Collective Bargaining Agreement in the current and subsequent years. This document is to be signed by the Superintendent and Chief Business Official at the time of public disclosure. The absence of one or more "red flag" to the district's Governing Board.

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Chief Business Official certify that the district has the ability to meet the cost of the tentative Collective Bargaining Agreement in the current and subsequent years.

Board Actions

The board actions necessary to meet the cost of the agreement in each year of its term are as follows:

Current Year

Budget Adjustment Categories:

Revenues/Other Financing Sources

Expenditures/Other Financing Uses

Ending Balance(s) Increase (Decrease)

Subsequent Years

Budget Adjustment Categories:

Revenues/Other Financing Sources

Expenditures/Other Financing Uses

Ending Balance(s) Increase (Decrease)

Budget Revisions

If the district does not adopt all of the revisions to its budget needed in the current year to meet the requirements of the proposed collective bargaining agreement, the county superintendent of schools shall certify to the district on its next interim report.

Assumptions

See attached page for a list of the assumptions upon which this certification is based.

Certifications

☒ I hereby certify ☐ I am unable to certify

**District Superintendent
(Signature)**

☒ I hereby certify ☐ I am unable to certify

**Chief Business Official
(Signature)**

Y TO MEET THE COSTS OF THE

ether the district can meet the costs incurred
certification page should be signed by the
e or both of the signatures should serve as a

nd Chief Business Official of the Chualar Unic

lows:

Budget Adjustment	Increase/ (Decrease)
\$	-
\$	62,477
\$	(62,477)

Budget Adjustment	Increase/ (Decrease)
\$	74,461
\$	(323,544)
\$	398,005

the costs of the agreement at the time of the
is required to issue a qualified or negative

2/18/2026
Date

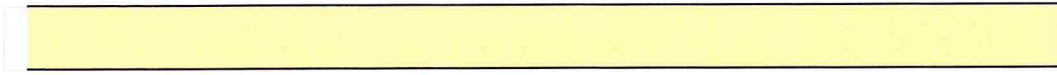
2/18/2026
Date

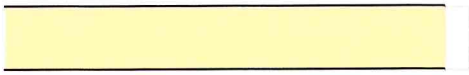
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Assumptions

The assumptions upon which this certification is made are as follows:

Concerns regarding affordability of agreement in subsequent years (if any):





M. CERTIFICATION NO. 2

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

The information provided in this document summarizes the financial implications of the proposed agreement. The Governing Board for public disclosure of the major provisions of the agreement (as provided in the Proposed Collective Bargaining Agreement") in accordance with the requirements of AB 1200 3547.5.

District Superintendent (or Designee)
(Signature)

Contact Person

After public disclosure of the major provisions contained in this summary, the Governing Board meeting on: February 18, 2026, took action to approve the proposed Agreement.

Chualar Teachers Association

President (or Clerk), Governing Board
(Signature)

of public disclosure and by the
agreement.

ed agreement and is submitted to
ed in the "Public Disclosure of
and Government Code Section

Date

Phone

g Board at its

reement with the

Bargaining Unit.

2/18/2026

Date

**PUBLIC DISCLOSURE OF COLLECTIVE BARGAINING
in accordance with AB 1200 (Chapter 1213/1991), GC 3547.5, and**

Name of School District:	Chualar Union
Name of Bargaining Unit:	Management
Certificated, Classified, Other:	

The proposed agreement covers the period beginning:	July 1, 2025
	(date)
The Governing Board will act upon this agreement on:	February 18, 2026
	(date)

This form, along with a copy of the proposed agreement, should be submitted to the County Office by the date the Governing Board will take action. **Please note that school districts with a contract pursuant to E.C. section 42131 must allow the COE at least ten (10) working days to review the agreement.**

A. Proposed Change in Compensation

Compensation		Column 1 Current Year Annual Cost Prior to Proposed Agreement 2025-26	Column 2 Current Year Increase/ (Decrease) FY 2025-26
1	Salary Schedule (This is to include Step and Column, which is also reported separately in Item 6.)	\$ 510,069	\$ 525,174
			102.96%
2	Other Compensation - Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.	\$ -	\$ -
			#DIV/0!
	Description of other compensation		
3	Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 180,394	\$ 185,736
			102.961%
4	Health/Welfare Plans	\$ 193,152	\$ 193,152
			100.00%
5	Total Compensation - Add Items 1 thru 4	\$ 883,615	\$ 904,062
			102.314%
6	Step and Column - Due to movement plus any changes due to settlement. This is a subset of Item No. 1.	\$ 6,816	\$ 6,816
7	Total Number of Represented Employees (Use FTEs if appropriate)	6.44	5.44
8	Total Compensation <u>Average</u> Cost per Employee	\$ 137,261	\$ 166,264
			121.130%

NG AGREEMENT
CCR, Title V, Section 15449

1 School District

at/Confidential

and ending: June 30, 2026
(date)

County Office at least 10 working days prior to
Qualified or Negative certification
to review and comment on any proposed

Impact of Proposed Agreement	
Column 3 MultiYr Agreement only: 1st Subsequent Year Increase/(Decrease) FY 2026-27	Column 4 MultiYr Agreement only: 2nd Subsequent Year Increase/(Decrease) FY 2027-28
\$ 458,086	\$ 458,086
44.25%	30.68%
\$ -	\$ -
#DIV/0!	#DIV/0!
\$ 162,009	\$ 162,009
44.25%	30.68%
\$ 172,668	\$ 172,668
44.70%	30.89%
\$ 792,763	\$ 792,763
44.35%	30.72%
\$ 5,273	\$ -
5.44	5.44
\$ 145,796	\$ 145,796
48.03%	32.45%

Chualar Union School District

9. What was the negotiated percentage increase approved? For example, if the increase in "Year 1" is less than a full year, what is the annualized percentage of that increase for "Year 1"?

The District agreed to increase the Management/Confidential salary by 2% on-going, effective

10. What was the negotiated percentage increase: On-Going ☒ OR

11. Are there reopeners? Yes ☐ No ☒

12. Were any additional steps, columns, or ranges added to the schedules? (If yes, please explain)

No.

13. Please include comments and explanations as necessary. (If more room is necessary, please use additional sheet.)

The District attached the signed agreement and updated salary schedule to this submission.

14. Does this bargaining unit have a negotiated cap for Health and Welfare benefits?

If yes, please describe the cap amount.

- B. Proposed negotiated changes in noncompensation items** (i.e., class size adjustments, staff days, teacher prep time, classified staffing ratios, etc.)

No.

- C. What are the specific impacts (positive or negative) on instructional and support programs to accommodate the settlement?** Include the impact of changes such as staff reductions or program reductions or increases, elimination or expansion of other services or programs (i.e., librarians, custodial staff, etc.)

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ive 07/01/2025.

One-Time ☐

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: attach an

Yes ☐ No ☒

f development

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creases,
, counselors,

The District will eliminate three full-time Classified/Confidential positions: Business Service Technician, and Administrative Assistant. The District will not fill a vacant Special Education

es Specialist, Computer Lab
n Paraeducator position.

Chualar Union School District	
D. What contingency language is included in the proposed agreement?	
	No.
E. Will this agreement create or increase deficit spending in the current or subsequent year(s)? "Deficit Spending" is defined to exist when a fund's expenditures and other financing uses exceed i and other financing sources in a given year. If yes, explain the amounts and justification for doing	
	No. The District receives 2.30% COLA and reduces expenditures from eliminating three full-time Classified/Confidential positions.
F. Identify other major provisions that do not directly affect the district's costs, such as binding arbitrations, grievance procedures, etc.	
	N/A
G. Source of Funding for Proposed Agreement:	
1. Current Year	
	General Fund, ELO-P and ASES Grants.
2. If this is a single year agreement, how will the ongoing cost of the proposed agreement be funde subsequent years (i.e., what will allow the district to afford this contract)?	
	The District will use the General Fund, ELO-P and ASES Grants to cover the ongoing cost of this a
3. If this is a multiyear agreement, what is the source of funding, including assumptions used, to fu obligations in subsequent years? (Remember to include compounding effects in meeting obliga	
	N/A

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Chualar Union School District

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING

Bargaining Unit:	Unrestricted Management	
	Column 1 Latest Board- Approved Budget Before Settlement (As of 12/10/2025)	* Column 2 Adjustments as a Result of Settlement
UNRESTRICTED REVENUES		
LCFF Funding Sources (8010-8099)	\$ 3,741,111	\$ -
Remaining Revenues (8100-8799)	\$ 237,065	\$ -
TOTAL UNRESTRICTED REVENUES	\$ 3,978,176	\$ -
UNRESTRICTED EXPENDITURES		
Certificated Salaries (1000-1999)	\$ 971,873	\$ -
Classified Salaries (2000-2999)	\$ 995,380	\$ 7,627
Employee Benefits (3000-3999)	\$ 1,205,050	\$ 2,698
Books and Supplies (4000-4999)	\$ 138,768	\$ -
Services, Other Operating Expenses (5000-5999)	\$ 424,335	\$ -
Capital Outlay (6000-6599)	\$ -	\$ -
Other Outgo (7100-7299) (7400-7499)	\$ 84,917	\$ -
Direct Support/Indirect Cost (7300-7399)	\$ (156,199)	\$ -
Other Adjustments		
TOTAL UNRESTRICTED EXPENDITURES	\$ 3,664,124	\$ 10,325
OPERATING SURPLUS/(DEFICIT)	\$ 314,051	\$ (10,325)
Transfers In and Other Sources (8910-8979)	\$ 65,171	\$ -
Transfers Out and Other Uses (7610-7699)	\$ 35,000	\$ -
Contributions (8980-8999)	\$ (687,412)	\$ -
CURRENT YEAR INCREASE (DECREASE) IN UNRESTRICTED FUND BALANCE	\$ (343,190)	\$ *
UNRESTRICTED BEGINNING FUND BALANCE	\$ 1,755,052	
Pri Yr Audit Adjustmnts/Restatemnts (9793/9795)	\$ -	
CURR YR UNRESTRICTED ENDING BALANCE	\$ 1,411,862	\$ (10,325)
COMPONENTS OF ENDING FUND BALANCE:		
Nonspendable Amounts (9711-9719)	\$ -	\$ -
Committed/Assigned Amounts (9750-9780)	\$ 962,724	\$ -
Reserve for Economic Uncertainties (9789)	\$ 406,814	\$ -
Unappropriated/Unappropriated Amounts (9790)	\$ 42,324	\$ (10,325)

3 BUDGET**General Fund**

/Confidential

Column 3	Column 4
Other Revisions	total Current Budget (Columns 1+2+3)
\$ -	\$ 3,741,111
\$ -	\$ 237,065
\$ -	\$ 3,978,176
\$ 16,125	\$ 987,998
\$ 8,903	\$ 1,011,910
\$ 6,971	\$ 1,214,719
\$ -	\$ 138,768
\$ -	\$ 424,335
\$ -	\$ -
\$ -	\$ 84,917
\$ -	\$ (156,199)
\$ 31,999	\$ 3,706,448
\$ (31,999)	\$ 271,727
\$ -	\$ 65,171
\$ -	\$ 35,000
\$ -	\$ (687,412)
\$ (31,999)	\$ (385,514)
	\$ 1,755,052
	\$ -
\$ (31,999)	\$ 1,369,538
\$ -	\$ -
\$ -	\$ 962,724
\$ -	\$ 406,814
\$ (31,999)	\$ 0

* Please see question on page 7.		
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Chualar Union School District

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING

Bargaining Unit:		Restricted G Management
	Column 1 Latest Board- Approved Budget Before Settlement (As of 12/10/2025)	* Column 2 Adjustments as a Result of Settlement
RESTRICTED REVENUES		
LCFF Funding Sources (8010-8099)	\$ -	\$ -
Remaining Revenues (8100-8799)	\$ 1,322,814	\$ -
TOTAL RESTRICTED REVENUES	\$ 1,322,814	\$ -
RESTRICTED EXPENDITURES		
Certificated Salaries (1000-1999)	\$ 353,277	
Classified Salaries (2000-2999)	\$ 269,133	\$ 7,478
Employee Benefits (3000-3999)	\$ 416,743	\$ 2,645
Books and Supplies (4000-4999)	\$ 234,863	\$ -
Services, Other Operating Expenses (5000-5999)	\$ 829,591	\$ -
Capital Outlay (6000-6599)	\$ 65,341	\$ -
Other Outgo (7100-7299) (7400-7499)	\$ 480,170	\$ -
Direct Support/Indirect Cost (7300-7399)	\$ 142,553	\$ -
Other Adjustments		
TOTAL RESTRICTED EXPENDITURES	\$ 2,791,671	\$ 10,122
OPERATING SURPLUS (DEFICIT)	\$ (1,468,857)	\$ (10,122)
Transfers In and Other Sources (8910-8979)	\$ -	\$ -
Transfers Out and Other Uses (7610-7699)	\$ -	\$ -
Contributions (8980-8999)	\$ 687,412	\$ -
CURRENT YEAR INCREASE (DECREASE) IN RESTRICTED FUND BALANCE	\$ (781,445)	\$ * (10,122)
RESTRICTED BEGINNING FUND BALANCE	\$ 1,716,208	
Pri Yr Audit Adjustmnts/Restatemnts (9793/9795)	\$ -	
CURR YR RESTRICTED ENDING BALANCE	\$ 934,763	\$ (10,122)
COMPONENTS OF ENDING FUND BALANCE:		
Restricted Amounts (9740)	\$ 934,763	\$ (10,122)

* Please see question on page 7.

BUDGET

General Fund

/Confidential

Column 3	Column 4
Other Revisions	Total Current Budget (Columns 1+2+3)
\$ -	\$ -
\$ -	\$ 1,322,814
\$ -	\$ 1,322,814
\$ 4,770	\$ 358,047
\$ 3,046	\$ 279,657
\$ 2,214	\$ 421,601
\$ -	\$ 234,863
\$ -	\$ 829,591
\$ -	\$ 65,341
\$ -	\$ 480,170
\$ -	\$ 142,553
\$ 10,030	\$ 2,811,824
\$ (10,030)	\$ (1,489,010)
\$ -	\$ -
\$ -	\$ -
\$ -	\$ 687,412
\$ (10,030)	\$ (801,597)
	\$ 1,716,208
	\$ -
\$ (10,030)	\$ 914,610
\$ (10,030)	\$ 914,610

Chualar Union School District

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING

Bargaining Unit:		Combined G Management
	2 Latest Board- Approved Budget Before Settlement (As of 12/10/2025)	* Column 2 Adjustments as a Result of Settlement
REVENUES		
LCFF Funding Sources (8010-8099)	\$ 3,741,111	\$ -
Remaining Revenues (8100-8799)	\$ 1,559,879	\$ -
TOTAL REVENUES	\$ 5,300,990	\$ -
EXPENDITURES		
Certificated Salaries (1000-1999)	\$ 1,325,150	\$ -
Classified Salaries (2000-2999)	\$ 1,264,513	\$ 15,105
Employee Benefits (3000-3999)	\$ 1,621,793	\$ 5,342
Books and Supplies (4000-4999)	\$ 373,632	\$ -
Services, Other Operating Expenses (5000-5999)	\$ 1,253,926	\$ -
Capital Outlay (6000-6599)	\$ 65,341	\$ -
Other Outgo (7100-7299) (7400-7499)	\$ 565,087	\$ -
Direct Support/Indirect Cost (7300-7399)	\$ (13,646)	\$ -
Other Adjustments		
TOTAL EXPENDITURES	\$ 6,455,795	\$ 20,447
OPERATING SURPLUS (DEFICIT)	\$ (1,154,805)	\$ (20,447)
Transfer In and Other Sources (8910-8979)	\$ 65,171	\$ -
Transfers Out and Other Uses (7610-7699)	\$ 35,000	\$ -
Contributions (8980-8999)	\$ -	\$ -
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (1,124,634)	\$ * (20,447)
BEGINNING FUND BALANCE	\$ 3,471,259	
Pri Yr Audit Adjustmnts/Restatemnts (9793/9795)	\$ -	
CURRENT YEAR ENDING FUND BALANCE	\$ 2,346,625	\$ (20,447)
COMPONENTS OF ENDING FUND BALANCE:		
Nonspendable Amounts (9711-9719)	\$ -	\$ -
Restricted Amounts (9740)	\$ 934,763	\$ (10,122)
Committed/Assigned Amounts (9750-9780)	\$ 962,724	\$ -

3 BUDGET**General Fund**

/Confidential

Column 3	Column 4
Other Revisions	Total Current Budget (Columns 1+2+3)
\$ -	\$ 3,741,111
\$ -	\$ 1,559,879
\$ -	\$ 5,300,990
\$ 20,895	\$ 1,346,045
\$ 11,949	\$ 1,291,568
\$ 9,185	\$ 1,636,320
\$ -	\$ 373,632
\$ -	\$ 1,253,926
\$ -	\$ 65,341
\$ -	\$ 565,087
\$ -	\$ (13,646)
\$ 42,030	\$ 6,518,272
\$ (42,030)	\$ (1,217,282)
\$ -	\$ 65,171
\$ -	\$ 35,000
\$ -	\$ -
\$ (42,030)	\$ (1,187,111)
	\$ 3,471,259
\$ -	\$ -
\$ (42,030)	\$ 2,284,148
\$ -	\$ -
\$ (10,030)	\$ 914,610
\$ -	\$ 962,724

Reserve for Economic Uncertainties (9789)	\$ 406,814	\$ -
Unappropriated/Unappropriated Amounts (9790)	\$ 42,324	\$ (10,325)
Reserve for Economic Uncertainties Percentage	6.92%	

* Please see question on page 7.

\$ -	\$ 406,814
\$ (31,999)	\$ 0
	6.21%

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING

Enter Bargaining Unit:		Adult Education Management
	Column 1 Latest Board- Approved Budget Before Settlement (As of 12/10/2025)	Column 2 Adjustments as a Result of Settlement
REVENUES		
LCFF Funding Sources (8010-8099)	\$ -	\$ -
Remaining Revenues (8100-8799)	\$ -	\$ -
TOTAL REVENUES	\$ -	\$ -
EXPENDITURES		
Certificated Salaries (1000-1999)	\$ -	\$ -
Classified Salaries (2000-2999)	\$ -	\$ -
Employee Benefits (3000-3999)	\$ -	\$ -
Books and Supplies (4000-4999)	\$ -	\$ -
Services, Other Operating Expenses (5000-5999)	\$ -	\$ -
Capital Outlay (6000-6999)	\$ -	\$ -
Other Outgo (7100-7299) (7400-7499)	\$ -	\$ -
Direct Support/Indirect Cost (7300-7399)	\$ -	\$ -
TOTAL EXPENDITURES	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)	\$ -	\$ -
Transfers In and Other Sources (8910-8979)	\$ -	\$ -
Transfers Out and Other Uses (7610-7699)	\$ -	\$ -
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ -	* \$ -
BEGINNING FUND BALANCE	\$ -	
Pri Yr Audit Adjustmnts/Restatemnts (9793/9795)	\$ -	
CURRENT YEAR ENDING FUND BALANCE	\$ -	\$ -
COMPONENTS OF ENDING FUND BALANCE:		
Nonspendable Amounts (9711-9719)	\$ -	\$ -
Restricted Amounts (9740)	\$ -	\$ -
Committed/Assigned Amounts (9750-9780)	\$ -	\$ -

* Please see question on page 7.

/Confidential

[illegible]

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING

Bargaining Unit:		Child Development Management
	Column 1 Latest Board- Approved Budget Before Settlement (As of 12/10/2025)	Column 2 Adjustments as a Result of Settlement
REVENUES		
LCFF Funding Sources (8010-8099)	\$ -	\$ -
Remaining Revenues (8100-8799)	\$ -	\$ -
TOTAL REVENUES	\$ -	\$ -
EXPENDITURES		
Certificated Salaries (1000-1999)	\$ -	\$ -
Classified Salaries (2000-2999)	\$ -	\$ -
Employee Benefits (3000-3999)	\$ -	\$ -
Books and Supplies (4000-4999)	\$ -	\$ -
Services, Other Operating Expenses (5000-5999)	\$ -	\$ -
Capital Outlay (6000-6999)	\$ -	\$ -
Other Outgo (7100-7299) (7400-7499)	\$ -	\$ -
Direct Support/Indirect Cost (7300-7399)	\$ -	\$ -
TOTAL EXPENDITURES	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)	\$ -	\$ -
Transfers In and Other Sources (8910-8979)	\$ -	\$ -
Transfers Out and Other Uses (7610-7699)	\$ -	\$ -
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ -	* \$ -
BEGINNING FUND BALANCE	\$ -	
Pri Yr Audit Adjustmnts/Restatemnts (9793/9795)	\$ -	
CURRENT YEAR ENDING FUND BALANCE	\$ -	\$ -
COMPONENTS OF ENDING FUND BALANCE:		
Nonspendable Amounts (9711-9719)	\$ -	\$ -
Restricted Amounts (9740)	\$ -	\$ -
Committed/Assigned Amounts (9750-9780)	\$ -	\$ -

* Please see question on page 7.

Department Fund
/Confidential

Column 3	Column 4
Other Revisions	total Current Budget (Columns 1+2+3)
\$ -	\$ -
\$ -	\$ -
\$ -	\$ -
\$ -	\$ -
\$ -	\$ -
\$ -	\$ -
\$ -	\$ -
\$ -	\$ -
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\$ -	\$ -
\$ -	\$ -

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING

Bargaining Unit:		Cafeteria Management
	Column 1 Latest Board- Approved Budget Before Settlement (As of 12/10/2025)	Column 2 Adjustments as a Result of Settlement
REVENUES		
LCFF Funding Sources (8010-8099)	\$ -	\$ -
Remaining Revenues (8100-8799)	\$ 266,735	\$ -
TOTAL REVENUES	\$ 266,735	\$ -
EXPENDITURES		
Certificated Salaries (1000-1999)	\$ -	\$ -
Classified Salaries (2000-2999)	\$ 114,932	\$ 1,331
Employee Benefits (3000-3999)	\$ 68,024	\$ 471
Books and Supplies (4000-4999)	\$ 97,854	\$ -
Services, Other Operating Expenses (5000-5999)	\$ 31,820	\$ -
Capital Outlay (6000-6999)	\$ -	\$ -
Other Outgo (7100-7299) (7400-7499)	\$ -	\$ -
Direct Support/Indirect Cost (7300-7399)	\$ 13,646	\$ -
TOTAL EXPENDITURES	\$ 326,276	\$ 1,801
OPERATING SURPLUS (DEFICIT)	\$ (59,541)	\$ (1,801)
Transfers In and Other Sources (8910-8979)	\$ 35,000	\$ -
Transfers Out and Other Uses (7610-7699)	\$ -	\$ -
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (24,541)	\$ * (1,801)
BEGINNING FUND BALANCE	\$ 67,163	
Pri Yr Audit Adjustmnts/Restatemnts (9793/9795)	\$ -	
CURRENT YEAR ENDING FUND BALANCE	\$ 42,622	\$ (1,801)
COMPONENTS OF ENDING FUND BALANCE:		
Nonspendable Amounts (9711-9719)	\$ -	\$ -
Restricted Amounts (9740)	\$ -	\$ -
Committed/Assigned Amounts (9750-9780)	\$ 42,622	\$ (1,801)

* Please see question on page 7.

BUDGET

ia Fund

/Confidential

Column 3	Column 4
Other Revisions	total Current Budget (Columns 1+2+3)
\$ -	\$ -
\$ -	\$ 266,735
\$ -	\$ 266,735
\$ -	\$ -
\$ 306	\$ 116,569
\$ 112	\$ 68,607
\$ -	\$ 97,854
\$ -	\$ 31,820
\$ -	\$ -
\$ -	\$ -
\$ -	\$ 13,646
\$ 418	\$ 328,495
\$ (418)	\$ (61,760)
\$ -	\$ 35,000
\$ -	\$ -
\$ (418)	\$ (26,760)
	\$ 67,163
	\$ -
\$ (418)	\$ 40,403
\$ -	\$ -
\$ -	\$ -
\$ (418)	\$ 40,403

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING

Enter Fund:		
Bargaining Unit:	Management	
	Column 1 Latest Board- Approved Budget Before Settlement (As of 12/10/2025)	Column 2 Adjustments as a Result of Settlement
REVENUES		
LCFF Funding Sources (8010-8099)	\$ -	\$ -
Remaining Revenues (8100-8799)	\$ -	\$ -
TOTAL REVENUES	\$ -	\$ -
EXPENDITURES		
Certificated Salaries (1000-1999)	\$ -	\$ -
Classified Salaries (2000-2999)	\$ -	\$ -
Employee Benefits (3000-3999)	\$ -	\$ -
Books and Supplies (4000-4999)	\$ -	\$ -
Services, Other Operating Expenses (5000-5999)	\$ -	\$ -
Capital Outlay (6000-6999)	\$ -	\$ -
Other Outgo (7100-7299) (7400-7499)	\$ -	\$ -
Direct Support/Indirect Cost (7300-7399)	\$ -	\$ -
TOTAL EXPENDITURES	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)	\$ -	\$ -
Transfers In and Other Sources (8910-8979)	\$ -	\$ -
Transfers Out and Other Uses (7610-7699)	\$ -	\$ -
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ -	* \$ -
BEGINNING FUND BALANCE	\$ -	
Pri Yr Audit Adjustmnts/Restatemnts (9793/9795)	\$ -	
CURRENT YEAR ENDING FUND BALANCE	\$ -	\$ -
COMPONENTS OF ENDING FUND BALANCE:		
Nonspendable Amounts (9711-9719)	\$ -	\$ -
Restricted Amounts (9740)	\$ -	\$ -
Committed/Assigned Amounts (9750-9780)	\$ -	\$ -

* Please see question on page 7.

B BUDGET

/Confidential

Column 3	Column 4
Other Revisions	Total Current Budget (Columns 1+2+3)
\$ -	\$ -
\$ -	\$ -
\$ -	\$ -
\$ -	\$ -
\$ -	\$ -
\$ -	\$ -
\$ -	\$ -
\$ -	\$ -
\$ -	\$ -
\$ -	\$ -
\$ -	\$ -
\$ -	\$ -
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\$ -	\$ -
\$ -	\$ -
\$ -	\$ -
\$ -	\$ -
	\$ -
	\$ -
\$ -	\$ -
\$ -	\$ -
\$ -	\$ -
\$ -	\$ -

Chualar Union School District

I. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS UNRESTRICTED FUN

Bargaining Unit:	Unrestricted General Fund Multiyear Management/Confidentiality	
	FY 2025-26 Total Current Budget After Settlement	FY 2026-27 First Subsequent Year After Settlement
UNRESTRICTED REVENUES		
LCFF Funding Sources (8010-8099)	\$ 3,741,111	\$ 3,676,715
Remaining Revenues (8100-8799)	\$ 237,065	\$ 227,000
TOTAL UNRESTRICTED REVENUES	\$ 3,978,176	\$ 3,903,715
UNRESTRICTED EXPENDITURES		
Certificated Salaries (1000-1999)	\$ 987,998	\$ 1,035,422
Classified Salaries (2000-2999)	\$ 1,011,910	\$ 825,465
Employee Benefits (3000-3999)	\$ 1,214,719	\$ 1,077,623
Books and Supplies (4000-4999)	\$ 138,768	\$ 125,000
Services, Other Operating Expenses (5000-5999)	\$ 424,335	\$ 415,000
Capital Outlay (6000-6999)	\$ -	\$ -
Other Outgo (7100-7299) (7400-7499)	\$ 84,917	\$ 75,000
Direct Support/Indirect Cost (7300-7399)	\$ (156,199)	\$ (154,000)
Other Adjustments		\$ -
TOTAL UNRESTRICTED EXPENDITURES	\$ 3,706,448	\$ 3,399,511
OPERATING SURPLUS (DEFICIT)	\$ 271,727	\$ 504,204
Transfers In and Other Sources (8910-8979)	\$ 65,171	\$ 46,000
Transfers Out and Other Uses (7610-7699)	\$ 35,000	\$ 25,000
Contributions (8980-8999) (Enter as a negative)	\$ (687,412)	\$ (550,000)
CURRENT YEAR INCREASE (DECREASE) IN UNRESTRICTED FUND BALANCE	\$ (385,514)	\$ (24,796)
UNRESTRICTED BEGINNING FUND BALANCE	\$ 1,755,052	\$ 1,369,538
Pri Yr Audit Adjustmnts/Restatemnts (9793/9795)	\$ -	
UNRESTRICTED ENDING FUND BALANCE	\$ 1,369,538	\$ 1,344,742
COMPONENTS OF ENDING BALANCE:		
Nonspendable Amounts (9711-9719)	\$ -	\$ -
Committed/Assigned Amounts (9750-9780)	\$ 962,724	\$ 934,190
Reserve for Economic Uncertainties (9789)	\$ 406,814	\$ 410,552
Unappropriated/Unappropriated Amounts (9790)	\$ 0	\$ 0

WARNING: 9790 Unappropriated Amount

IDS

Year Projection

al

FY 2027-28	
Second Subsequent Year After Settlement	
\$	3,626,030
\$	227,000
\$	3,853,030
\$	1,090,174
\$	877,056
\$	1,150,502
\$	105,000
\$	355,000
\$	-
\$	75,000
\$	(153,500)
\$	-
\$	3,499,232
\$	353,798
\$	50,000
\$	25,000
\$	(500,000)
\$	(121,202)
\$	1,344,742
\$	1,223,541
\$	-
\$	813,541
\$	410,000
\$	(0)

Is must be positive

J. CALCULATING THE AVAILABLE RESERVE AMOUNT

1. State Reserve Standard

		FY 2025-26	FY 2026-27
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$ 6,553,272	\$ 5,879,766
b.	State Standard Minimum Reserve Percentage for this District Enter percentage:	5.00%	5.00%
c.	State Standard Minimum Reserve Amount for this District (For districts with less than 1,001 ADA, this is the greater of Line a, times Line b. or \$88,000)	\$ 327,664	\$ 293,988

2. Budgeted Unrestricted Reserve (After Impact of Proposed Agreement)

a.	General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9789)	\$ 406,814	\$ 410,552
b.	General Fund Budgeted Unrestricted Unappropriated Amount (9790)	\$ 0	\$ 0
c.	Special Reserve Fund (Fund 17) Budgeted Designated for Economic Uncertainties (9789)	\$ -	\$ -
d.	Special Reserve Fund (Fund 17) Budgeted Unappropriated Amount (9790)	\$ -	\$ -
e.	Total Available Reserves	\$ 406,814	\$ 410,552
f.	Reserve for Economic Uncertainties Percentage	6.21%	6.98%

3. Do unrestricted reserves meet the state minimum reserve amount?

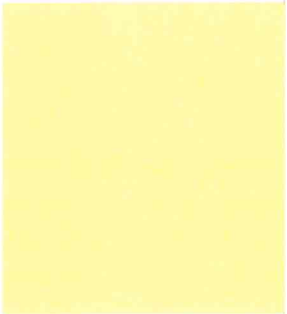
	FY 2025-26	Yes	☒
	FY 2026-27	Yes	☒
	FY 2027-28	Yes	☒

4. If no, how do you plan to restore your reserves?

FY 2027-28	
\$	5,878,136
	5.00%
\$	293,907

\$	410,000
\$	(0)
\$	-
\$	-
\$	410,000
	6.97%

No	☐
No	☐
No	☐



Chualar Union School District

5. If the total amount of the adjustment in Column 2 on Page 4 does not agree with the amount of the Compensation Increase in Section A, Line 5 on Page 1 (i.e., increase was partially budgeted), explain variance below:

6. Please include any additional comments and explanations of Page 4 as necessary:

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

This disclosure document is intended to assist the district's Governing Board in determining whether the district can meet the cost of the tentative Collective Bargaining Agreement in the current and subsequent years. This document is to be signed by the Superintendent and Chief Business Official at the time of public disclosure. The absence of one or more "red flag" to the district's Governing Board.

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Chief Business Official certify that the district is able to meet the cost of the tentative Collective Bargaining Agreement in the current and subsequent years.

Board Actions

The board actions necessary to meet the cost of the agreement in each year of its term are as follows:

Current Year

Budget Adjustment Categories:

Revenues/Other Financing Sources

Expenditures/Other Financing Uses

Ending Balance(s) Increase (Decrease)

Subsequent Years

Budget Adjustment Categories:

Revenues/Other Financing Sources

Expenditures/Other Financing Uses

Ending Balance(s) Increase (Decrease)

Budget Revisions

If the district does not adopt all of the revisions to its budget needed in the current year to meet the cost of the tentative Collective Bargaining Agreement, the county superintendent of schools shall certify to the district on its next interim report.

Assumptions

See attached page for a list of the assumptions upon which this certification is based.

Certifications

☒ I hereby certify ☐ I am unable to certify

**District Superintendent
(Signature)**

☒ I hereby certify ☐ I am unable to certify

**Chief Business Official
(Signature)**

Y TO MEET THE COSTS OF THE

ether the district can meet the costs incurred
certification page should be signed by the
e or both of the signatures should serve as a

nd Chief Business Official of the Chualar Unic

lows:

Budget Adjustment	Increase/ (Decrease)
\$	-
\$	64,696
\$	(64,696)

Budget Adjustment	Increase/ (Decrease)
\$	74,461
\$	(323,544)
\$	398,005

the costs of the agreement at the time of the
is required to issue a qualified or negative

2/18/2026
Date

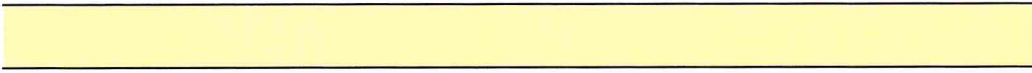
2/18/2026
Date

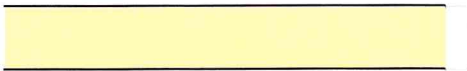


Assumptions

The assumptions upon which this certification is made are as follows:

Concerns regarding affordability of agreement in subsequent years (if any):





M. CERTIFICATION NO. 2

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

The information provided in this document summarizes the financial implications of the proposed agreement for the Governing Board for public disclosure of the major provisions of the agreement (as provided in the "Proposed Collective Bargaining Agreement") in accordance with the requirements of AB 1200 3547.5.

District Superintendent (or Designee)

(Signature)

Yen Le

Contact Person

After public disclosure of the major provisions contained in this summary, the Governing Board met on: **February 18, 2026**, took action to approve the proposed Agreement.

Management/Confidential

President (or Clerk), Governing Board
(Signature)

of public disclosure and by the
agreement.

sed agreement and is submitted to
ed in the "Public Disclosure of
and Government Code Section

2/18/2026

Date

(831) 679-2504

Phone

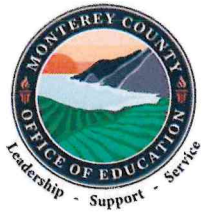
g Board at its

reement with the

Bargaining Unit.

2/18/2026

Date



MONTEREY COUNTY

OFFICE of EDUCATION

Dr. Deneen Guss
County Superintendent of Schools

February 4, 2026

Martha Gallegos, Board President
Ruben Pulido, Superintendent
Chualar Union Elementary School District
P.O. Box 188
Chualar, CA 93925

RE: Review of First Interim Report

Dear President Gallegos and Superintendent Pulido:

Thank you for the submission of your Fiscal Year 2025-26 First Interim Report. The First Interim report covers the period of time from July 1 through October 31 each fiscal year and must be submitted to the County Office of Education (COE) no later than December 15. *Education Code* 42131 requires that as part of the interim review process the County Superintendent of Schools reviews and analyzes District interim reports in accordance with State Board-approved Criteria and Standards pursuant to *Education Code* 33127. The County Superintendent may either accept or change the District certification to qualified or negative as appropriate.

I. CERTIFICATION

Based upon the review of the District financial information, we concur with the District's Positive certification.

II. BUDGET SUMMARY – GENERAL FUND

A.	Total Revenues (Form 01, Line A5 plus Line D1a plus Line D2a)	\$ 5,366,161
B.	Total Expenditures (Form 01, Line B9 plus Line D1b plus Line D2b)	\$ 6,490,795
C.	Net Decrease in Fund Balance (Form 01, Line E)	(\$ 1,124,634)
D.	Total Available Unrestricted Reserves General Fund (Form 01, Col. D, Accounts 9789 and 9790)	\$ 406,814
E.	Available Unrestricted Reserves expressed as a percent of Total Expenditures (Line D divided by Line B)	6.27%

Minimum Required Reserve Percentage for District: 5%
--

III. COMMENTS/RECOMMENDATIONS

1. The evaluation of your District's first interim report is based upon an unaudited beginning balance of \$3,471,259.
2. The District's calculation of the unrestricted total LCFF sources is \$3,741,111.
3. The school District's LCFF ADA of 229.87 is 15.53 higher than last year's P2 ADA; this figure does not include the county supplement.
4. 85.8% of unrestricted General Fund expenditures are allocated to unrestricted salaries and benefits.
5. The multiyear projections provided in the first interim report indicate that the District will be able to meet its expenditure and reserve requirements in the current year and the subsequent two years.
6. The District is projecting to incur overall operating deficits of:

2025-26	2026-27	2027-28
(\$1,124,634)	(\$720,634)	(\$887,748)

Although some deficit spending may be a result of one-time costs from prior year funding sources, ongoing structural deficits may threaten a school district's future educational programs. At the same level of deficit spending the district would deplete their State recommended reserve for economic uncertainties. Failure to minimize deficit spending could jeopardize the future financial standing of the District. It is critical that the District have a plan to eliminate structural deficit spending before educational programs are threatened.

7. We note that the District has not settled the 2025-26 negotiations with the Certificated and Classified bargaining unit(s). Further, the Criteria and Standards specify that upon settlement, the District must provide the Monterey County Office of Education with a salary settlement notification that includes an analysis of the cost of the settlement and its impact on the operating budget. The governing board must certify to the validity of the cost analysis. The public disclosure documents prepared in compliance with Government Code Section 3547.5, as amended by AB 2756, Chapter 52, can be submitted in lieu of the cost analysis.

The public disclosure documents must have the signature of the District Superintendent and the District Chief Business Officer certifying the District is able to meet the cost of the collective bargaining agreement. The public disclosure documents must also be signed by the District Superintendent or designee at the time of the public disclosure and by the President or Clerk of the Governing Board at the time of the formal board action on the bargaining agreement.

8. Items solely of a technical nature have been forwarded directly to the District's Chief Business Official.

IV. GENERAL INFORMATION

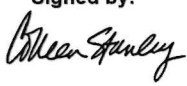
As your District moves into the Second Interim reporting period, it is an opportunity to adjust the budget to present the best possible forecast for the current fiscal year, as well as projections for the two subsequent years. Multi-year projections will be critical as districts consider reserves, fluctuations in enrollment, and changing demographics to ensure the adequacy of funding for current programmatic decisions, including commitments within the LCAP.

The recommendations and comments that appear in this document are based upon an in-depth review of the District's interim documents and an analysis of the District budget, as measured by Criteria and Standards adopted by the State Board of Education.

We appreciate the submission of your First Interim Report and await your Second Interim Report, which is due to our office by March 17, 2026.

If you have any questions or concerns, please contact me by phone at 831-755-0308 or email cstanley@montereycoe.org.

Sincerely,

Signed by:

A6B4F6C26DB2470...

Colleen Stanley Ed.D.
Chief Business Official
Finance and Business Services Division

cc: Dr. Deneen Guss, Monterey County Superintendent of Schools
Yen Le, Business Manager, Chualar USD
Biljana Babic-Tatomirovic, Director, District Advisory Services, MCOE
John Fox, Financial Analyst, MCOE



2025 Kitchen Infrastructure and Training (KIT) Grant and Retention and Recruitment (R&R) Grant Plan

District Overview

Chualar Union School District (CUSD) is a small, rural, single-school district serving approximately 240 students in a high-poverty agricultural community. Over 80% of students qualify for free or reduced-price meals. The district's nutrition program plays a critical role in student health, learning readiness, and equity. Due to aging kitchen equipment, limited storage and preparation capacity, and ongoing challenges in recruiting and retaining trained food service staff, the district seeks funding through the 2025 Kitchen Infrastructure and Training (KIT) Grant and the Retention and Recruitment (R&R) Grant to strengthen meal quality, operational efficiency, and workforce stability.

Part I: Kitchen Infrastructure and Training (KIT) Grant Plan

Statement of Need

CUSD's kitchen was built to support basic reheating and limited scratch cooking. Current infrastructure restricts the district's ability to:

- Prepare fresh, whole, and minimally processed foods.
- Increase procurement and use of California-grown produce.
- Meet evolving nutritional standards and scratch-cooking best practices.
- Provide adequate training and workspace for staff.

Additionally, limited cold storage, outdated food preparation equipment, and insufficient serving line efficiency impact both food quality and student participation in the NSLP and SBP.

Project Goals

1. Improve the nutritional quality and appeal of school meals.
2. Increase scratch cooking and use of California-grown foods.
3. Enhance kitchen efficiency, food safety, and staff working conditions.

Part II: Retention and Recruitment (R&R) Grant Plan

Statement of Need

Like many rural districts, CUSD experiences persistent difficulty recruiting and retaining qualified school nutrition professionals. Challenges include:

- Limited local applicant pool.
- Competition with private sector food service wages.
- Physically demanding work and limited advancement pathways.
- Insufficient time and funding for training and career development.

High turnover disrupts meal consistency, increases training costs, and impacts student service quality.

Project Goals

1. Strengthen recruitment of skilled food service staff.
2. Improve retention through professional growth, compensation supports, and workplace stability.
3. Develop leadership capacity within the nutrition services team.

Proposed Use of Funds

1. Recruitment Incentives

- Signing bonuses or stipends for hard-to-fill positions.
- Support for substitute and relief worker pools.
- Outreach to community members, parents, and local workforce programs.

2. Retention and Career Pathways

- Paid training time and certification reimbursement.
- Mentorship for new hires.
- Lead Cook and Kitchen Manager development stipends.

3. Workforce Wellness and Recognition

- Safety equipment and ergonomic improvements.
- Staff recognition programs and morale-building activities.

- Support for bilingual training and leadership development.

Expected Outcomes

- Increased number of qualified applicants.
- Reduced staff turnover and vacancy rates.
- Improved program continuity and meal service quality.
- Stronger, more skilled, and stable nutrition services workforce.

Alignment with State Priorities

This proposal directly supports California Department of Education priorities by:

- Expanding access to nutritious, locally sourced meals.
- Strengthening Farm-to-School implementation.
- Investing in modern, efficient kitchen infrastructure.
- Building and sustaining a skilled school nutrition workforce.
- Advancing equity for high-need, rural students.

Conclusion

The 2025 Kitchen Infrastructure and Training (KIT) Grant and the Retention and Recruitment (R&R) Grant will allow Chualar Union School District to modernize its food service operations, elevate meal quality, and stabilize its nutrition workforce. These investments will ensure that all students receive safe, healthy, and appealing meals while supporting the dedicated professionals who serve them each day. The district is committed to long-term sustainability, continuous improvement, and responsible stewardship of grant funds.

**BEFORE THE BOARD OF TRUSTEES OF
THE CHUALAR UNION SCHOOL DISTRICT**

10
Resolution No. 10/2025-2026

**RESOLUTION OF INTENTION TO TERMINATE
CLASSIFIED EMPLOYEES DUE TO A LACK OF WORK AND/OR LACK OF FUNDS**

WHEREAS, Education Code sections 45101, 45114, 45117, 45298 and 45308 authorize the Chualar Union School District ("District") to layoff or reduce classified employees for lack of work or lack of funds; and

WHEREAS due to a lack of work or a lack of funds, certain services now being provided by classified employees must be reduced for the upcoming school year; and

NOW, THEREFORE, BE IT RESOLVED that as of June 30, 2026, the following positions be eliminated:

Business Specialist (Position #72)	FTE/hours eliminated: 1 FTE/8hrs
Computer Lab Technician (Position #14)	FTE/hours eliminated: 1 FTE/8hrs
Administrative Assistant (Position #30)	FTE/hours eliminated: 1 FTE/8hrs
Cafeteria Assistant (Position #2)	FTE/hours eliminated: 1 FTE/8hrs

BE IT FURTHER RESOLVED that the Superintendent or designee is authorized and directed to give notice of reduction of services to the affected employee(s) pursuant to District rules and regulations and applicable provisions of the Education Code not later than March 15, 2026.

BE IT FURTHER RESOLVED that the Superintendent or designee is authorized and directed to take any other actions necessary to carry out this resolution.

The foregoing Resolution was adopted by the Governing Board of the Chualar Union School District on February 18, 2026.

AYES: _____

NOES: _____

ABSENT: _____

Martha Gallegos, President of Governing Board
CHUALAR UNION SCHOOL DISTRICT
Monterey, California

ATTEST:

Esperanza Rangel, Clerk of Governing Board
CHUALAR UNION SCHOOL DISTRICT
Monterey, California



Chualar Union School District

Position Title: **Athletic Director**

Salary: Athletic Director Stipend

Calendar: School Year, plus designated summer weeks per stipend

Reports to: Superintendent/Principal or Designee

SUMMARY:

Under the direction of the Principal, the Athletic Director plans, coordinates, implements, supervises, and evaluates all aspects of the high school athletic program.

The following statements are intended to describe the general nature and level of work being performed. They are not intended to be construed, as an exhaustive list of all responsibilities, duties, and skills required of personnel so classified.

DUTIES AND RESPONSIBILITIES

1. Serve as a mentor to all new coaches.
2. Responsible for coordinating all certifications for each coaching staff in adherence with local and State guidelines.
3. Coordinate with Human Resources regarding clearance and certifications for all coaches.
4. Responsible for coordinating the orientation of all coaches regarding local policies and expectations, and work with designated site administrator to review conference guidelines, and CIF regulations.
5. Responsible for ensuring that all coaches are members participate in individual sport league meetings and trainings.
6. Assist the designated site administrator in completing an evaluation of coaches, to include individual review meetings, at the conclusion of each season.
7. Disseminate, collects, and maintains all required student-athlete paperwork, i.e., physicals, insurance, transportation permission forms, etc.
8. Disseminate CIF materials and enforce California Interscholastic Federation rules and regulations, including player eligibility.
9. Confirm student-athlete eligibility before the season begins and monitor eligibility throughout the season.
10. Work with coaches, teachers, administrators to ensure that student-athletes follow the Athletic Code of Conduct. Administer consequences in a fair and consistent manner when needed.
11. Develop a schedule for all athletic events.
12. Coordinate, along with designated site administrator, the use of all athletic facilities for games, practices, and other events.
13. Ensure that all athletic facilities are prepared for games, practices, and other events.
14. Provide officials for all home competitions.

15. Work with administrative designee to secure appropriate auxiliary personnel for all home competitions, i.e., concession stand workers, ticket sales, security, chain crew, announcers, starters, etc.
16. Collect rosters and prepare sports programs as needed.
17. Provide supervision for home competitions.
18. Work with the School Administration to ensure the health and safety of student athletes.
19. Work with Transportation staff to schedule transportation to and from events.
20. Work with designated site administrator and administrative assistant to review and manage the Athletic Department budget.
21. Review and ensure approval of fundraisers for the different athletic teams.
22. Maintain an inventory of all athletic equipment and uniforms.
23. Provide oversight of athletic equipment storage.
24. Evaluate all athletic facilities and equipment on an annual basis. Prioritize needs and make recommendations to the site administration regarding maintenance, capital improvements, and purchasing.
25. Schedule and organize a Fall, Winter, and Spring Sports event.
26. Coordinate the ordering and of letters, chevrons, award patches, etc. in a timely manner and the program for their distribution as a part of larger recognition program.
27. Represent Chualar Union-at Conference, County, State, and CIF meetings.
28. Conduct three seasonal Athletic Coaches Meetings.
29. Conduct three seasonal Student Athlete meetings to review California Interscholastic Federation, League, and Chualar Union rules and expectations.
30. Serve as liaison between the booster groups, coaches, and school administration.
31. Maintain a relationship with middle school, elementary school, and community youth sports programs.
32. Provide a channel through which students, parents, and community members may express their concerns about an athletic program.
33. Mediate conflicts between coaches and athletes, coaches and parents, coaches and teachers, etc.
34. Troubleshoot the day to day operation of the high school athletic program.
35. Other duties and responsibilities assigned by the Superintendent/Principal or designee.

PHYSICAL EFFORT AND WORK ENVIRONMENT

- Physical, mental, and emotional stamina to perform the duties and responsibilities of the position.
- Mental acuity to collect and interpret data, evaluate, reason, define problems, establish facts, draw valid conclusions, make valid judgments and decisions.
- Manual dexterity sufficient to write, use the telephone, computer, calculator and office machines at required speed and accuracy.
- Vision sufficient to read handwritten and printed materials and the display screen of various office equipment and machines.

- Hearing sufficient to communicate in person and hold telephone conversations in the normal range (approximately 60 decibels).
- Speaking ability in an understandable voice with sufficient volume to be heard in normal conversational distances on the telephone and addressing groups.
- Physical agility to sit, stand, kneel, walk, push/pull, squat, twist, turn, bend, stoop and to reach overhead.
- Physical stamina sufficient to sustain light physical labor for up to 8 hours, sit and/or walk for prolonged periods of time.
- Physical mobility sufficient to move about the work environment (office, District, school site to site) for sustained periods of time on hard flooring, climb slopes, stairs, ramps and to respond to emergency situations.
- Physical strength sufficient to periodically lift and/or carry 20 pounds of materials or supplies; occasionally lift 40 or more pounds with assistance.
- Occasionally push and/or pull a variety of tools, equipment, or objects weighing 80 or more pounds.
- In and outdoor work environment.

REQUIRED QUALIFICATIONS:

Education & Experience:

1. Shall hold a Bachelor of Arts Degree in Education, Sports Management, or related field.
2. A minimum of three (3) years coaching experience or evidence of experience with school athletics.
3. Organizational skills.
4. Communication skills.
5. Proficient in the use of technology.

To function, at this level, the incumbent must have the background, training, and experience to responsibly work with minimal supervision.

Licenses and Certificates:

- Possession of a graduate certificate in athletic administration, Athletic Director certification through NFHS or equivalent. (Individuals who have not completed the certification must sign an agreement to complete the required certification/graduate training).
- Possession of a valid Class C California Driver's license and evidence of appropriate insurance (as appropriate to the assignment).

Knowledge of:

- Rules and regulations for staff and students related to high school interscholastic sports.

- Manage and support all sports fund raising activity.
- Understanding of effective communication with supervisors, students, parents and the community.

The information contained in this job description is for compliance with the Americans with Disabilities Act (A.D.A.) and is not an exhaustive list of the duties performed. Individuals holding this position may perform additional duties and additional duties may be assigned.

Board Approved: Pending



Chualar Union School District

Coach Job Description

Position Title:	Coach
Department:	Athletic
Reports To:	Athletic Director and or Superintendent/Principal or designee

SUMMARY:

The Coach will instruct athletes in the fundamental skills, strategies, and physical conditioning necessary for them to realize a degree of individual and team success. The Coach has the ability, desire, and knowledge to be totally conscious of the sensitive nature of adolescent development. It is expected that this role will empower the coach with the ability to provide the student with an atmosphere in which each person is treated with respect and dignity, that opportunity is available to improve skill development, and there is a climate conducive to accumulation of knowledge through a cooperative learning experience. Through his/her conduct, the coach will provide the expression of professional attributes, good sportsmanship, and will serve as a positive role model for our students. The success of athletic programs has a strong influence on the community's image of the entire school system. The public exposure is a considerable responsibility, and community/parent pressure for winning performance is taxing, but must not override the objectives of good sportsmanship and good mental health for student participants. The coach will be evaluated annually by the Athletic Director or designee on his or her performance of duties.

The following statements are intended to describe the general nature and level of work being performed. They are not intended to be construed as an exhaustive list of all responsibilities, duties, and skills required of personnel so classified.

SAMPLE DUTIES AND RESPONSIBILITIES:

1. Has a thorough knowledge of all the athletic policies, and is responsible for their implementation by the entire staff of his/her sport program.
2. Conduct oneself in an appropriate professional manner, serving as a role model for the student athletes.
3. Has knowledge of the existing systems, state and league regulations, implements the same consistently, and interprets them for his/her staff.
4. Understands the proper administrative line of command; refers all request or grievances through proper channels; and is aware of all public/staff/departamental meetings that require his/her attendance.
5. Assists the Athletic Director in scheduling, providing transportation and requirements for tournaments.
6. Advises the Athletic Administrator and recommends policy, method, or procedural change.
7. Establishes the fundamental philosophy, skills and techniques to be taught by the staff. Designs conferences, clinics, and staff meetings to ensure staff awareness of overall program.
8. Trains and informs staff and encourages professional growth through clinic attendance according to local clinic policy.
9. Delegates specific duties, supervises implementation, and at season's end, analyzes staff effectiveness.

10. Maintains discipline, adjusts grievances and works to increase morale and cooperation.
11. Performs other duties which may be assigned by the Administration, Athletic Director and/or Assistant Athletic Director.
12. Is fully responsible for the overall supervision of the program.
13. Is in charge of assignments and duties of assistant coaches working in the sport.
14. Is responsible for keeping practice periods for the sport within the confines of the time specified by the Athletic Administrator.
15. Is responsible for the general upkeep and protection of equipment under his/her jurisdiction.
16. Is responsible for a complete inventory of equipment used for the sport.
17. Is responsible for submitting a written summary of the yearly program as outlined by the Athletic Director.
18. Is responsible for drafting and submitting a budget for the sport.
19. Is responsible to be available to assist in preparing practice and game field/court for practice or games.
20. Is responsible for evaluation of all sub-varsity coaches.
21. Provides training rules and other unique regulations of the sport to each athlete who is considered a participant.
22. Gives constant attention to a student athlete's grades and conduct.
23. Directs student managers, assistants and statisticians.
24. Other duties as assigned.

QUALIFICATIONS/TRAINING/EXPERIENCE

1. High School Diploma or equivalent
2. Successful Completion of all pre-requisite training for coaches in the State of California
3. Understanding of the principles of student growth, development, and learning, and of how to promote a positive interscholastic program.
4. Positive leadership ability.
5. Determination to develop the best possible educational and extracurricular programs for all students; embracing diversity.
6. Oral and written skills.
7. Interpersonal skills using tact, patience and courtesy.
8. Has the ability to organize, direct, and supervise a total sport program.
9. Has substantial knowledge of the technical aspects of the sport and is willing to examine new theories and procedures important to the field.
10. Experience: Has previous experience as an effective coach in the assigned sport.
11. Possess a valid CA driver's license.

12. DESIRABLE QUALIFICATIONS

1. Sensitivity to characteristics and needs of all children.
2. Ability to manage equipment/materials.
3. Ability to implement policy and regulations.
4. Analyze situations accurately and adopt an effective course of action.
5. Meets schedules and time lines.
6. Communicate effectively with diverse constituencies
7. Prepare comprehensive narrative and statistical reports.
8. Maintain consistent, punctual, and regular attendance.

9. Advise and instruct students.
10. Collaborative and problem solving orientation.
11. Strategic and analytical thinking skills and the ability to apply deductive reasoning and draw conclusions in order to solve problems and facilitate the decision-making processes.

WORKING CONDITIONS

Mental Demands: problem solving, flexibility, evaluating, organizing, consulting, planning, coordinating, implementing, and presenting

Physical Demands: sitting, standing, walking, writing, talking, and demonstrating, ability to carry up to 50 pounds on an intermittent basis

Environmental Conditions: inside, outside, working with athletes

The information contained in this job description is for compliance with the Americans with Disabilities Act (A.D.A.) and is not an exhaustive list of duties performed. Individuals holding this position may perform additional duties and additional duties may be assigned.



HUMAN RESOURCES REPORT

CLASSIFIED ASSIGNMENTS		
Name	Title	Assignment Date
Robert Arroyo	Custodian/Van Driver	February 23, 2026

CERTIFICATED ASSIGNMENTS		
Name	Title	Assignment Date
	None	

RESIGNATIONS		
Name	Title	Resignation Date
Jeanette Mora	Special Education Instructional Aide	February 25, 2026

CERTIFICATED SUBSTITUTES		
Name	Title	Assignment Date
Loreli Gonzalez	Certificated Substitute	February 19, 2026
Timothy Fuller	Certificated Substitute	February 19, 2026
Zachary Gattis	Certificated Substitute	February 19, 2026