

CHUALAR UNION ELEMENTARY SCHOOL DISTRICT

DISTRICT BOARD ROOM #29

24285 LINCOLN ST., CALIFORNIA 93925

MINUTES

Regular Board Meeting

7:00 PM

(Closed Session 6 - 7 pm)

February 18, 2026

The Board will meet in person at Chualar School.

All comments received by this time will be submitted into the record by the Board President or presiding officer. Please include your name and agenda item that you wish to comment on in the subject line of your email. If you wish to submit a public comment on more than one agenda item, please send a separate email for each item on which you are commenting. Please be aware that all written public comments, including your name and email address, may become public information. Send your comments to:

mcontreras@chualarUSD.org no later than February 17, 2026, at 4:00 p.m.

Public comments may be made during the public comment portion of the meeting. There will be a 2-minute limit for individuals. There is no ceding of one's time to other individuals. Efforts will be made by staff to read the comments received into the record, but it cannot be guaranteed that written comments received by email will be read, nor that there will be enough time to read all the comments.

1. Opening Business

1.1 Call to Order Time 6:02 p.m.

1.2 Pledge of Allegiance

1.3 Roll Call

Martha Gallegos, Board President	Trustee Area #3 <u>Present</u> Arrived at 6:03 p.m.
Esperanza Rangel, Board Clerk	Trustee Area #3 <u>Present</u>
Itzel Sanchez, Board Member	Trustee Area #2 <u>Absent</u>
Domingo Rangel, Board Member	Trustee Area #3 <u>Present</u>
Andrea Azucena Brambila Flores	Trustee Area #1 <u>Present</u>

1.4 Adoption of Agenda

Changes, additions (based on Provision of Emergency/Urgency), and approval of the Agenda as presented. 2/3 vote required if any item is added to the Agenda.

1.4.1 Changes to the Agenda item 8.2 change the bill or registers to January instead of December.

1.4.2 Additions to the Agenda

1.4.3 Adoption of the Agenda

RECOMMENDATION/ACTION:

“That the Chualar Board of Trustees adopts the agenda as presented.

Adoption of Agenda A motion was made by Trustee E. Rangel, seconded by Trustee D. Rangel, to adopt the agenda as presented. The motion passed by a 3-0-2 vote. All in favor.

2. Identify Closed Session Topics of Discussion

Public Comment Period for Closed Session Items: General public comment on any closed session item that will be heard. Members of the public are welcome to participate as permitted by law. Persons wishing to be heard by the Board shall complete the available form and submit it to the Board Secretary prior to the meeting. The time of presentation is limited to two (2) minutes.

2.1 Personnel

2.1.1 Public Employee Discipline/Dismissal/Release/Complaint/Employment/

2.1.2 Superintendent's Evaluation

3. Adjourn to Closed Session

Time: 6:03 p.m.

The Board of Trustees will meet in Closed Session to consider matters appropriate for Closed Session in accordance with Government Code Section 3549.1, 54956.7 through 54957.7, and Education Code Section 35146.

RECOMMENDATION/ACTION:

"That the Chualar Board of Trustees Adjourns to Closed Session."

A motion was made by Trustee E. Rangel, seconded by Trustee D. Rangel. The motion passed by a 3-0-2 vote. All in favor.

4. Reconvene to Open Session

Time: 7:11 p.m.

RECOMMENDATION/ACTION:

"That the Chualar Board of Trustees Reconvenes to Open Session."

A motion was made by Trustee E. Rangel, seconded by Trustee D. Rangel. The motion passed by a 4-0-1 vote. All in favor.

5. Report out of Closed Session:

The Board President reported that the Board had just completed the superintendent's evaluation, and that the outcome was very favorable.

6. Presentations

A. Student Trustees -Emma Sanchez, president of the student council, and Joselyn Silva, vice-president, shared that the student council, with support from the PTC, organized a movie night to raise funds for a juice blender for the cafeteria staff to make smoothies for students. They also represented Chualar at the Student Trustees training at the Monterey County Office of Education, where they worked on their communication skills so they can better gather student input and share it with the Board of Trustees. As student council members, they look forward to working with the Board to improve the school. They are also planning a school-wide spring activity event and asked the Board for assistance in finding volunteers. The event is tentatively scheduled for April 17, 2026.

B. Action Item: Agreement

Pg. 11-12

Board to Consider and Potentially Take Action on a Proposed Agreement Between Chualar Union School District and the Monterey County Office of Education (MCOE) for Assistance in the Selection Process for a New District Superintendent/Principal. A motion was made by Trustee E. Rangel, seconded by Trustee D. Rangel. The motion passed by a 4-0-1 vote. All in favor.

Mr. Pulido, Superintendent, shared that during the process of selecting a new superintendent, the Board emphasized the importance of being transparent and inclusive of all stakeholders. They also discussed being cost-effective when deciding whether to work with a private organization or partner with the Monterey County Office of Education to assist with the superintendent search. The Monterey County Office of Education has been very proficient in supporting other districts through this process.

Ms. Leigh Butler, MCOE Chief Human Resources Officer, shared the timeline for selection of the new superintendent.

The Board reviewed the proposed timeline and process for the superintendent search. An online survey in both English and Spanish was made available to parents, community members, and staff to gather input on the qualities they would like to see in the next superintendent, with a deadline of March 6, 2026.

-Town Hall meeting will also be held to gather community input, which will be facilitated by Dr. Vela.

-Ms. Gallegos will serve as the contact person to communicate any decisions made by the Board.

-Recruitment for the position will take place from March 23 through April 13, with advertisements placed in EdCal on April 6 and April 13, 2026; this will be the only cost to the district.

-The application deadline will be April 17.

-April 20 through April 28, applications will be screened and reference checks conducted.

-April 29, during a Special Board Meeting in closed session, Ms. Butler will present the Board with all applicants and those recommended by the County Office for consideration. The Board will review the candidates, and the interviews will take place during a Special Board Meeting on May 13, with initial interviews scheduled during the day and second interviews in the afternoon. Typically, the entire Board participates in the interview process, and the Board may also choose to conduct site visits to candidates' school districts and speak with staff and students. The goal is for the Board to select a candidate at the conclusion of the interviews, if possible. Additional interview dates of May 26 and May 29 are reserved if needed.

-Between May 26 and May 29, legal counsel will be provided with the type of contract to negotiate with the selected candidate.

-By June 1, after the candidate accepts the contract, the remaining candidates will be notified.

-The Board is expected to approve the new superintendent's contract during the Regular Board Meeting on June 17, with a public announcement to the community occurring between June 17 and July 1.

-The selected candidate is expected to begin on July 1, 2026.

C. Action Item:

Board to Consider and Potentially Adopt Changes to the Process for the Selection of a New Superintendent/Principal

A motion was made by Trustee E. Rangel, seconded by Trustee D. Rangel. The motion passed by a 4-0-1 vote. All in favor.

D. General Plan Planning Committee Update Report, Edgar Sanchez

Mr. Sanchez reported that he has been walking throughout the Chualar community to gather input for the community plan. This plan is a long-term planning document intended to guide the expansion of community boundaries to accommodate additional housing, services, and improvements to overall community safety. The response from the Chualar community has been very positive, as the current plans were originally approved in the 1980s and are now considered outdated. Mr. Sanchez noted that Chualar is a disadvantaged community and faces several challenges, including traffic concerns. The most significant challenge is wastewater system limitations, which currently restrict growth and limit space for housing expansion. A second community meeting is being planned to gather additional input from residents.

E. Chualar Parent Teacher Club Presentation, Rebecca Sanchez and Josie Covarrubias

Tabled

F. Library Organization, Josie Covarrubias

Tabled

7. Oral Comments from the Public

A. Guidelines

Public comments may be made during the public comment portion of the meeting. There will be a 2-minute limit for individuals. There is no ceding of one's time to other individuals. Efforts will be made by staff to read the comments received into the record, but it cannot be guaranteed that written comments received by email will be read, nor that there will be enough time to read all the comments.

Patty Padilla-Salsberg, addressed the Board of Trustees and stated that it was an honor to represent the classified employees. She shared that she represents classified employees from Chualar to San Ardo and emphasized that Chualar School has wonderful employees, which is why she was present to speak on their behalf. She noted that the Board's agenda included a recommendation to approve the layoff of classified employees. While she acknowledged the Board's concerns regarding the budget, she stated that the Education Code specifies that layoffs occur due to lack of work or lack of funds. She expressed that the issue did not appear to be a lack of work, but rather concerns about funding. Patty asked the Board to carefully consider whether they were comfortable moving forward with layoffs under these circumstances and encouraged them to review budget code 9790 and explore all possible options. She also noted that some of the positions being considered have a direct impact on students, particularly those related to technology, and referenced the importance of the position that ensures employees are paid. She urged the Board to make an informed decision and suggested that this may not be the right time to eliminate these positions, adding that based on her review of the budget, she believes Chualar may still be able to retain them.

Claudia Valdez, addressed the Board and stated that her position has been recommended for layoff due to budget constraints. She acknowledged the district's financial concerns but expressed worry about what she described as fiscal inconsistencies. She noted that while the district is operating with a deficit of over a million dollars and proposing layoffs, it is also proposing a 2% ongoing salary increase for management and confidential employees. She questioned how this aligns with the district's deficit reduction strategy. Claudia added that layoffs reduce services to students and increase the workload for remaining staff, and she asked the Board to consider equity in its decision-making.

Esmeralda Valencia, addressed the Board to share her concerns regarding the recommendation to eliminate her position. She stated that throughout her service to the district, she has carried out her duties diligently and, at the request of administration, has taken on numerous responsibilities beyond her job description to support

the operational needs of staff and students. She requested clarification on how the reduction of positions aligns with proposals to increase overall compensation in other areas. Esmeralda asked the Board to ensure that all employment decisions are made fairly, based on documented analysis, and with full transparency regarding the factors considered. She affirmed her commitment to the district's mission of serving students, thanked the Board for their consideration, and urged them to explore all possible alternatives before making a final decision. Diana Perez, 2nd-grade teacher and co-president of the California Teachers' Association, shared with the Board that the tentative agreement was approved by a majority vote on January 21, 2026. She noted that the agreement was reached after careful review and study of the district's budget to ensure it would not have a negative fiscal impact. She also stated that funding has been allocated for books, supplies, and technology.

8. Consent Agenda

Action Items included on the Consent Agenda are to be approved by one motion unless a Board Member requests separate action on a specified item. There is no discussion of these items prior to the vote unless a member of the Board, staff or public requests in writing prior to the meeting specific items to be discussed. It is understood that the administrator recommends approval on all Consent Items. Each item on the Consent Agenda approved by the Board of Trustees shall be deemed to have been considered in full and adopted as recommended.

8.1 Approval of the Minutes of the Regular Board Meeting of January 21st, and the Special Board Minutes of February 4th, 2026.

8.2 Approval of Bill of Registers

Pg. 13-24

RECOMMENDATION/ACTION:

"That the Chualar Board of Trustees approves the Consent Agenda as presented."

A motion was made by Trustee E. Rangel, seconded by Trustee D. Rangel. The motion passed by a 3-1-1 vote. Mrs. Andrea Brambila Flores abstained.

9. Board Policies and Administrative Regulations

Administrative Regulation 5145.3: Nondiscrimination/Harassment

Board Policy 5131.8: Mobile Communication Devices

Board Policy 5145.3: Nondiscrimination/Harassment

Administrative Regulation 5144.2: Suspension And Expulsion/Due Process (Students With Disabilities)

Administrative Regulation 5145.7: Sexual Harassment

Administrative Regulation 5144.1: Suspension And Expulsion/Due Process

Administrative Regulation 5145.7: Sexual Harassment

Board Policy 5144.1: Suspension And Expulsion/Due Process

Board Policy 5141.52: Suicide Prevention

Administrative Regulation 5141.52: Suicide Prevention

Administrative Regulation 5141.4: Child Abuse Prevention And Reporting

Board Policy 5141.4: Child Abuse Prevention And Reporting

Board Policy 5145.7: Sexual Harassment

INFORMATION:

10. Board Policies/Administrative Regulation
 Administrative Regulation 5145.3: Nondiscrimination/Harassment
 Board Policy 5131.8: Mobile Communication Devices
 Board Policy 5145.3: Nondiscrimination/Harassment
 Administrative Regulation 5144.2: Suspension And Expulsion/Due Process (Students With Disabilities)
 Administrative Regulation 5145.7: Sexual Harassment
 Administrative Regulation 5144.1: Suspension And Expulsion/Due Process
 Administrative Regulation 5145.7: Sexual Harassment
 Board Policy 5144.1: Suspension And Expulsion/Due Process
 Board Policy 5141.52: Suicide Prevention
 Administrative Regulation 5141.52: Suicide Prevention
 Administrative Regulation 5141.4: Child Abuse Prevention And Reporting
 Board Policy 5141.4: Child Abuse Prevention And Reporting
 Board Policy 5145.7: Sexual Harassment

RECOMMENDATION/ACTION:

“That the Chualar Board of Trustees approve all of the above Board Policies/Administrative Regulations.”

A motion was made by Trustee E. Rangel, seconded by Trustee D. Rangel. The motion passed by a 4-0-1 vote. All in favor.

11. Comprehensive School Safety Plan
 INFORMATION:

12. Comprehensive School Safety Plan

RECOMMENDATION/ACTION:

“That the Chualar Board of Trustees approve the Comprehensive School Safety Plan.”

A motion was made by Trustee E. Rangel, seconded by Trustee D. Rangel. The motion passed by a 4-0-1 vote. All in favor.

13. The Board approves the re-roofing bid from Scudder Roofing Company to replace the school roof.
 Diablo Roofing Inc. & Water Proofing, Pg. 25-61
 BNO Builders Inc., Pg. 62-84
 Best Contracting Services, Inc., Pg. 85-128
 Courtney Inc., Pg. 129-149
 Scudder Roofing Company, Pg. 150-182

RECOMMENDATION/ACTION:

“That the Chualar Board of Trustees approve the re-roofing bid from Scudder Roofing Company, to replace the school roof.”

A motion was made by Trustee E. Rangel, seconded by Trustee D. Rangel. The motion passed by a 4-0-1 vote. All in favor.

- 14. The Board approves the generator installation proposal from James Day Construction, Inc. to install an emergency backup generator for the Nutrition Services Department.

JM, Pg. 183-184 James Day Construction, Inc. Pg. 185-212

RECOMMENDATION/ACTION:

“That the Chualar Board of Trustees approve the generator installation proposal from James Day Construction, Inc. to install an emergency backup generator for the Nutrition Services Department.”

A motion was made by Trustee E. Rangel, seconded by Trustee D. Rangel. The motion passed by a 4-0-1 vote. All in favor.

- 15. It is recommended that the Board ratify the Tentative Agreement between Chualar Union School District and Chualar Teachers Association for the 2025-2026 School Year.

RECOMMENDATION/ACTION: Pg. 213-220

“That the Chualar Board of Trustees ratify the Tentative Agreement between Chualar Union School District and Chualar Teachers Association for the 2025-2026 School Year.”

A motion was made by Trustee E. Rangel, seconded by Trustee D. Rangel. The motion passed by a 3-1-1 vote. Mrs. Andrea Brambila Flores abstained.

- 16. It is recommended that the Board ratify the Agreement between Chualar Union School District and Senior Management/Confidential/Unrepresented Employees for the 2025-2026 School Year.

RECOMMENDATION/ACTION: Pg. 221-223

“That the Chualar Board of Trustees ratify the Agreement between Chualar Union School District and Senior Management/Confidential/Unrepresented Employees for the 2025-2026 School Year.”

A motion was made by Trustee E. Rangel, seconded by Trustee D. Rangel. The motion passed by a 3-1-1 vote. Mrs. Andrea Brambila Flores abstained.

- 17. The Board approve the AB 1200 disclosure report a 2% ongoing increase to the Chualar Teachers Association Salary Schedule 2025-2026.

RECOMMENDATION/ACTION: Pg. 224-265

“That the Chualar Board of Trustees approve the AB 1200 disclosure report a 2% ongoing increase to the Chualar Teachers Association Salary Schedule 2025-2026 .”

A motion was made by Trustee E. Rangel, seconded by Trustee D. Rangel. The motion passed by a 4-0-1 vote. All in favor.

- 18. The Board approves the AB 1200 disclosure report a 2% ongoing increase to the management/ Confidential/Unrepresented Salary Schedule 2025-2026.

RECOMMENDATION/ACTION: Pg. 266-307

“That the Chualar Board of Trustees approve the AB 1200 disclosure report a 2% ongoing increase to the management/ Confidential/Unrepresented Salary Schedule 2025-2026.”

A motion was made by Trustee E. Rangel, seconded by Trustee D. Rangel. The motion passed by a 4-0-1 vote. All in favor.

19. Monterey County Office of Education reviewed the First Interim Report (letter) Pg. 308-310

INFORMATION: Mrs. Le, shared her report

20. Mid-Year LCAP Report

RECOMMENDATION/ACTION:

“That the Chualar Board of Trustees approve the Mid-Year LCAP Report.”

A motion was made by Trustee E. Rangel, seconded by Trustee D. Rangel. The motion passed by a 4-0-1 vote. All in favor.

21. The Board approves the 2025 Kitchen Infrastructure and Training Grant and Retention and Recruitment Grant Plan.

Pg. 311-314

RECOMMENDATION/ACTION:

“That the Chualar Board of Trustees approve the 2025 Kitchen Infrastructure and Training Grant and Retention and Recruitment Grant Plan.”

A motion was made by Trustee E. Rangel, seconded by Trustee D. Rangel. The motion passed by a 4-0-1 vote. All in favor.

22. PERSONNEL REPORT

- 22.1 The District is now presenting to the Board of Trustees for approval Resolution #10/2025-2026 Final Resolution to Reduce or Eliminate Classified/Confidential Staff for the 2026-2027 School Year prior to the March 15th deadline In accordance with Education Code sections 45101, 45114, 45117, 45298 and 45308.

Pg. 315

RECOMMENDATION/ACTION:

“That the Chualar Board of Trustees approve the Resolution #10/2025-2026 .”

Final Resolution to Reduce or Eliminate Classified/Confidential Staff for the 2026-2027 School Year prior to the March 15th deadline In accordance with Education Code sections 45101, 45114, 45117, 45298 and 45308.

A motion was made by Trustee E. Rangel, seconded by Trustee D. Rangel. The motion passed by a 3-1-1 vote. Mrs. Andrea Brambila Flores did not approve.

- 22.2 Athletic Director Job Description

Pg. 316-319

RECOMMENDATION/ACTION:

“That the Chualar Board of Trustees approve the Athletic Director Job Description .”

A motion was made by Trustee E. Rangel, seconded by Trustee D. Rangel. The motion passed by a 4-0-1 vote. All in favor.

22.3 Coach Job Description – First Reading Pg. 320-32
INFORMATION:

22.4 Robert Arroyo-Custodian/Van Driver Pg. 323
RECOMMENDATION/ACTION:

“That the Chualar Board of Trustees approve the appointment of Robert Arroyo as the Custodian/Van Driver on the condition that all hiring requirements are cleared.”

A motion was made by Trustee E. Rangel, seconded by Trustee D. Rangel. The motion passed by a 4-0-1 vote. All in favor.

22.5 Jeanette Mora -Special Education Instructional Aide Pg. 323

RECOMMENDATION/ACTION:

“That the Chualar Board of Trustees approve the resignation of Jeanette Mora -Special Education Instructional Aide .”

A motion was made by Trustee E. Rangel, seconded by Trustee D. Rangel. The motion passed by a 3-1-1 vote. Mrs. Andrea Brambila Flores abstained.

22.6 Certificated Substitutes-Loreli Gonzalez, Timothy Fuller and Zachary Gattis Pg. 323

RECOMMENDATION/ACTION:

“That the Chualar Board of Trustees approve the assignment of Loreli Gonzalez, Timothy Fuller and Zachary Gattis as certificated substitutes .”

A motion was made by Trustee E. Rangel, seconded by Trustee D. Rangel. The motion passed by a 4-0-1 vote. All in favor.

23. Superintendent’s and/or Board Correspondence

- 1. Measure J Projects
- 2. Clinica de Salud

24. Advance Planning

24.1 Next Regular Board Meeting, March 11th , 2026

24.2 Agenda Items for the next Board Meeting (Board Members Only)

- Lifetouch incident
- CABE Conference
- Literacy Initiative
- CPTA Presentation
- Measure J
- Clinica de Salud

25. Adjournment

Time 10:21 p.m.

There being no further business, this meeting is adjourned.