ENTERPRISE ELEMENTARY SCHOOL DISTRICT

1155 Mistletoe Lane, Redding, California 96002

Regular Meeting of the Governing Board
Wednesday, November 4, 2026, 5:30 p.m. (OPEN SESSION)

OUR DISTRICT GOALS

ENHANCE
student learning options and enrich communication

MEET
the social and emotional needs of students

HIRE AND RETAIN
the best

PROVIDE
safe, adequate, and secure operations

OUR GOVERNING BOARD

Troy Wright
Gloria Valles
Bonnie Hyatt
Andrew Shaddix
Robin Littau

In compliance with the Americans with Disabilities Act, the Enterprise Elementary School District will make available to any member of the public who has a disability, appropriate disability-related modifications or accommodations in order for that person to participate in the public meeting. Contact Tonya Cottrell at 530-224-4100, 1155 Mistletoe Lane, at least one (1) week prior to the scheduled meeting. We will make every effort to give primary consideration to expressed preferences or provide equally effective means of communication to ensure equal access to our public meetings. Documents presented to the members of the Governing Board for consideration at this meeting are available for public review in the District Office during business hours. The public is invited and encouraged to attend and participate in Board meetings. Persons wishing to address the Board may do so during the Opportunity for Public Comment, Public Forum, or Items from the Floor. Speakers are limited to a maximum of three minutes each. By law, the Board is not allowed to take action on matters that are not on the agenda.

1. **CALL TO ORDER** (5:00 P.M.)
2. **OPPORTUNITY FOR PUBLIC COMMENT ON CLOSED SESSION ITEMS**
3. **ADJOURNMENT TO CLOSED SESSION** Consider/Act upon:
   a. PUBLIC EMPLOYMENT: Assistant Director of Business Services, Accountant, Payroll Specialist, Human Resources Analyst, Executive Assistant, CIA Aide, Grounds. [GC § 54957]
   b. PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE: Classified Probationary Release: Employee #493028 and Employee #493033. [GC § 54957]
   c. CONFERENCE WITH LABOR NEGOTIATOR: Troy Wright, Board President Unrepresented Employees: Superintendent, Assistant Superintendent. [GC § 54957.6]
   d. LITIGATION: [GC § 54956.9]
4. **RECONVENE TO OPEN SESSION** (5:30 P.M.)
5. **PLEDGE OF ALLEGIANCE**
6. **APPROVE AGENDA ORDER AND CONSENT AGENDA**
7. (**C) APPROVE BOARD MEETING MINUTES**
   7.1 Minutes from October 7, 2026 Special Board Meeting
   7.2 Minutes from October 7, 2026 Regular Board Meeting
   7.3 Minutes from October 27, 2026 Special Board Meeting
8. **REPORTS AND PUBLIC FORUM**
   8.1 **REPORTS**
      8.1.1 School Presentation and Essential Piece
      8.1.2 Recognition
      8.1.3 EETA Report
      8.1.4 CSEA Report
      8.1.5 Superintendent's Report
   8.2 **PUBLIC FORUM**
   8.3 **INSTRUCTION REPORTS**
      8.3.1 Conference and Staff Development Report
   8.4 **BUSINESS REPORTS**
      8.4.1 Financial Report
      8.4.2 Enrollment Report
      8.4.3 Developer Fee Report
9. **ACTION ITEMS**
   9.1 **ADMINISTRATIVE ACTION**
   (C) 9.1.1 Rescind Old/Outdated Board Policies
      9.1.2 Set Time/Date of Annual Organizational Meeting
   9.2 **HUMAN RESOURCES ACTION**
   (C) 9.2.1 Resignations
   (C) 9.2.2 Approve Cal Poly Humboldt Agreement
   (C) 9.2.3 Approve Classified & Confidential Job Descriptions
   (C) 9.2.4 Approve Limited Assignment Permit - Speech

9.2.5 Approve Employment
9.2.6 Approve EETA Tentative Agreement, Salary Schedules, and AB1200
9.2.7 Approve CSEA Tentative Agreement and Salary Schedules
9.2.8 Approve Confidential, Classified Management, Senior Management, Non-Represented Salaried Management, Administrator Compensation Increase and Salary Schedules
9.2.9 Adopt 2027-2028 School Calendar

9.3 **INSTRUCTION ACTION**
9.3.1 Approve Trip Request
9.3.2 Adopt Updated 2026-2027 Intersession Calendar
9.3.3 Adopt 2027-2028 Intersession Calendar

9.4 **BUSINESS ACTION**
(C) 9.4.1 Approve Warrant Listings

10. **PLANNING MATTERS**
11. **CLOSING**
11.1 Items from the Floor
11.2 Future Meeting Dates
11.3 Other Important Dates
11.4 Adjournment to Closed Session
12. **CLOSED SESSION** to consider and/or take action on:
a. PUBLIC EMPLOYMENT: Assistant Director of Business Services, Accountant, Payroll Specialist, Human Resources Analyst, Executive Assistant, CIA Aide, Grounds. [GC § 54957]
b. PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE: Classified Probationary Release: Employee #493028 and Employee #493033. [GC § 54957]
c. CONFERENCE WITH LABOR NEGOTIATOR: Negotiator: Troy Wright, Board President. Unrepresented Employees: Superintendent, Assistant Superintendent. [GC § 54957.6]
d. LITIGATION: [GC § 54956.9]
13. **RECONVENE OPEN SESSION AND REPORT ACTION TAKEN IN CLOSED SESSION**
14. **APPROVAL/RATIFICATION OF EMPLOYMENT AGREEMENT WITH SUPERINTENDENT AND ASSISTANT SUPERINTENDENT**
15. **ADJOURNMENT**

(PH) = PUBLIC HEARING; (C) = CONSENT ITEM

Heather Armelino
Superintendent and Secretary to the Board

6. ESTABLISH AGENDA ORDER/ACTION ON CONSENT ITEMS

The agenda order has been developed in the order in which it has been printed and distributed. However, the order of the agenda may be modified.

Are there any requests for a change in the agenda order at this time?

Consent items being considered at this meeting include:

7.1 October 7, 2026 Special Board Meeting Minutes
7.2 October 7, 2026 Regular Board Meeting Minutes
7.3 October 27, Special Board Meeting Minutes
9.1.1 Rescind Old/Outdated Board Policies
9.2.1 Resignations
9.2.2 Cal Poly Humboldt Agreement
9.2.3 Classified and Confidential Job Descriptions
9.2.4 Limited Assignment Permit - Speech
9.4.1 Approve Warrant Listings

All items approved on the Consent motion will be written up in the minutes as if they had been acted upon individually. Members of the Board or audience who wish to have any item removed from the Consent agenda and placed as a discussion item may simply ask that this be done. The item will be removed from the Consent listing without debate.

Are there items that anyone wishes to remove from the Consent Agenda?

Proposed Action: Approve agenda order and consent items.

MOTION MADE BY:_____

SECONDED BY:_____

7.1 MINUTES OF THE OCTOBER 7, 2026 SPECIAL BOARD MEETING

Approve the minutes of the October 7, 2026 Special Board Meeting.

Proposed Action: Consent approval.

MOTION MADE BY:_____
SECONDED BY:_____

ENTERPRISE ELEMENTARY SCHOOL DISTRICT

MINUTES OF THE OCTOBER 7, 2026 SPECIAL BOARD MEETING

1155 MISTLETOE LANE, FAMILY LITERACY CENTER

The meeting of the Enterprise Elementary School District Board of Education was called to order at 12:05 p.m., by Board President Wright.	1. Call to Order
BOARD MEMBERS Gloria Valles ~ *absent* Troy Wright Bonnie Hyatt Andrew Shaddix Robin Littau~ *absent* ADMINISTRATION Heather Armelino Superintendent Kyle Vierra, Principal, Parsons	
At 12:06 p.m., the meeting was adjourned to Closed Session.	2. Adjournment to Closed Session
At 1:00 p.m., the meeting was reconvened to Open Session. The following action taken in Closed Session was reported: On motion of Board Member Hyatt, seconded by Board Member Wright, the Board voted to suspend the expulsion and place the student at PACE Academy. (YES: Hyatt, Shaddix, Wright. ABSENT: Valles, Littau.)	3. Reconvene to Open Session and Report Action Taken in Closed Session
The meeting was adjourned at 1:05 p.m.	4. Adjournment

_____

BONNIE HYATT, CLERK
Enterprise Elementary Governing Board

Approved and entered into the records of the
Enterprise Elementary School District this 4th day of November 2026.

_____

HEATHER ARMELINO
Secretary to the Governing Board

7.2 MINUTES OF THE OCTOBER 7, 2026 REGULAR BOARD MEETING

The minutes of the October 7, 2026 Regular Board Meeting are presented for approval.

Proposed Action: Consent approval.

MOTION MADE BY:_____
SECONDED BY:_____

2ENTERPRISE ELEMENTARY SCHOOL DISTRICT

MINUTES OF THE OCTOBER 7, 2026 REGULAR MEETING OF THE GOVERNING BOARD

1155 MISTLETOE LANE, FAMILY LITERACY CENTER

Board President Wright called the meeting of the Enterprise Elementary School District Board of Education to order at 5:00 p.m.

1. Call to Order

There were no comments from the public.

2. Public Comment

The meeting was adjourned to Closed Session.

3. Closed Session

The meeting was reconvened to Open Session at 5:34 p.m.

4. Reconvene Open Session

BOARD MEMBERS
Troy Wright
Gloria Valles~*absent*
Bonnie Hyatt
Andrew Shaddix
Robin Littau~*absent*

EETA REPRESENTATIVE
Wayne Randolph, EETA President

CSEA REPRESENTATIVE
None.

ADMINISTRATION
Heather Armelino, Superintendent
Tiffany Rodrigues, Assistant Superintendent of Instructional Services~ *Absent*
Deborah Williams, Chief Business Official
Meagan Hawley-Stone, Director of Human Resources
Natasha Greene, Director, Special Education Services
Kristen Crites, Principal, Alta Mesa Elementary School
Courtney Haedrich, Principal, Boulder Creek School
Stephanie Dahlberg, Principal, Lassen View Elementary School
Joshua McAuliffe, Principal, PACE Academy
Kyle Vierra, Principal, Parsons Junior High School ~ *Absent*
Chuck Seligman, Principal, Redding Collegiate Academy
Cody Brawley, Principal, Mistletoe School
Holly Jones, Principal, Rother Elementary School
Scotti Gold, Principal, Shasta Meadows Elementary School
Maggie Russo, Assistant Principal, Boulder Creek School
Ed Schneider, Assistant Principal, Boulder Creek School
Karle Nye, Assistant Principal, Mistletoe School
Stacey Bourget, Assistant Principal, Parsons Jr. High School
Andrea Rubio, Assistant Principal, Parsons Jr. High School
Ron Cushman, Maintenance and Operations Director
Lance Stone, Director of Facilities
Tina Croes, Student Services Director
Eric Bergren, Technology Director

Mistletoe student Ruben Ballesteros led the Pledge of Allegiance.

5. Pledge of Allegiance

Superintendent Armelino requested the removal of item 9.1.1 from the agenda, noting that it will be brought back at a later date. Board Member Hyatt motioned to approve the agenda as amended, seconded by Board Member Shaddix, the agenda order and the consent agenda items were approved as amended. (YES: Hyatt, Shaddix, Wright. ABSENT: Valles, Littau.)

6. Agenda Order/Consent Agenda

On consent motion of Board Member Hyatt, seconded by Board Member Shaddix, the minutes of the September 2, 2026 Regular Board Meeting were approved. (YES: Hyatt, Shaddix, Wright. ABSENT: Valles, Littau.)	7. Minutes of September 2, 2026 Board Meeting
Mistletoe principal Cody Brawley presented Bulldogs Begin with the End in Mind. 7th grade teacher Kristine Wagner and CIA Aide Kristin Stevens were presented the Essential Piece Award in recognition of their dedication to Mistletoe School community.	8.1.1 School Presentation and Essential Piece
EETA President Wayne Randolph reported that both CTA and EETA support Proposition 3. He also shared that negotiations went exceptionally well this year and thanked everyone involved.	8.1.2 EETA Report
There was no CSEA Report.	8.1.3 CSEA Report
There was no Superintendent's Report.	8.1.4 Superintendent Report
There were no comments from the public.	8.2 Public Forum
Superintendent Heather Armelino reported there were no Williams Act Complaints.	8.3.1 Williams Act Report
Superintendent Heather Armelino presented the Conference and Staff Development Report.	8.4.1 Conference and Staff Development Report
Chief Business Official Deborah Williams shared the Financial Report. She noted the revenues and expenditures to date for the District and Redding Collegiate Academy.	8.5.1 Financial Report
Mrs. Williams reported the current District enrollment of 3,461, an increase of 19 students from last month.	8.5.2 Enrollment Report
Item 9.1.1 was removed and will be brought back at a later date.	9.1.1 2026/2027 Organizational Chart
Superintendent Heather Armelino presented new or updated Board Policies and Bylaws. 1312.2 BP Complaints Concerning Instructional Materials 4119.1 BP Civil and Legal Rights 5131.8 BP Mobile Communication Devices 6159 BP Individualized Education Program 6159.1 BP Procedural Safeguards and Complaints for Special Education 6159.2 BP Nonpublic, Nonsectarian School and Agency Services for Special Ed 6163.1 BP Library Media Centers 7214 BP General Obligation Bonds 9220 BB Governing Board Elections 9240 BB Board Training	9.1.2 New and/or Updated Board Policies and Bylaws
On motion of Board Member Shaddix, seconded by Board Member Hyatt, the new	

or updated Board Policies and Bylaws were adopted. (YES: Hyatt, Shaddix, Wright. ABSENT: Valles, Littau.)

9.1.3 Rescind Outdated Board Policies

Superintendent Heather Armelino presented old and outdated board policies.

1141 BP School Volunteers/Workers' Compensation Insurance
1145 BP Visits to Schools
1155 BP Use of District Letterhead
1180 BP Building Developments
2300 BP Fuel Distribution
3020 BP Equipment Loaned to or by the District

On motion of Board Member Hyatt, seconded by Board Member Shaddix the board approved rescinding the outdated board policies. (YES: Hyatt, Shaddix, Wright. ABSENT: Valles, Littau.)

9.1.4 AI Guidelines

Superintendent Heather Armelino presented the district's AI guidelines. On motion of Board Member Shaddix, seconded by Board Member Hyatt, the AI guidelines were approved. (YES: Shaddix, Hyatt, Wright. ABSENT: Valles, Littau)

9.2.1 Resignations

On consent motion of Board Member Hyatt, seconded by Board Member Shaddix, the following resignations were approved. (YES: Hyatt, Shaddix, Wright. ABSENT: Valles, Littau.)

- Susan Wishon, Alta Mesa
- Destiny Sturr, Alta Mesa
- Larissa Schwab, District Office
- Devin Lee, Lassen View
- Ashley Christensen, Mistletoe
- Juanita Roman, Parsons

9.2.2 Employment

Meagan Hawley-Stone, Director of Human Resources, recommended the following persons for employment:

Classified Management/Confidential:

- Meuy Seitz, change in classification to Accounting Manager, 8.0 hours, DO

Certificated

- Jessica Sousa, Speech Path, 1.0 FTE, Shasta Meadows

Classified:

- Amy Denning, Behavior Tech Aide, increase to 6.0 hours, Boulder Creek
- Jessica Alexander, SEPHA Aide, 4.5 hours, Boulder Creek
- Jacob Miller-Burros, Custodian, 4.0/1.92 hours, LV/SM
- Brittany Shortridge, change in classification to Lead Cook, increase to 8.0 hours, Mistletoe
- Parker Kipp, change in classification to Behavior Tech Aide, increase to 5.75 hours, Parsons
- Nikolas Smith, CIA Aide, 5.5 hours, Parsons
- Jennifer Hunt, Library Specialist, 5.5 hours, Parsons

- Brandy Matteson, Cook, 4.0 hours, Rother
- Yavaih Bodner, Expand Group Leader, 6.0 hours, Rother
- Camryn Cole, CIA Aide, 3.92 hours, Shasta Meadows
- Selena Sanchez, Special Ed Aide, 5.0 hours, Shasta Meadows

On motion of Board Member Hyatt, seconded by Board Member Shaddix, the employment recommendations were approved. (YES: Shaddix, Hyatt, Wright. ABSENT: Valles, Littau.)

9.3.1 Trip Requests

On motion of Board Member Hyatt, seconded by Board Member Shaddix, the following field trip requests were approved. (YES: Hyatt, Shaddix, Wright. ABSENT: Valles, Littau.)

December 11-12, 2026
Parsons 8th Grade Girls Basketball
Jaycees Basketball Tournament in Crescent City

March 5-6, 2027
Parsons 8th Grade Boys Basketball
Jaycees Basketball Tournament in Crescent City

June 1-3, 2027
Mistletoe 8th Grade Trip
Elk Country RV Resort

9.4.1 Warrant List

On consent motion of Board Member Hyatt, seconded by Board Member Shaddix, the warrant listing was approved. (YES: Hyatt, Shaddix, Wright. ABSENT: Valles, Littau.)

9.4.2 Resolution 2644 Revenue Limit Subject to Gann

On consent motion of Board Member Hyatt seconded by Board Member Shaddix, Resolution #2644, Revenue Limit Subject to Gann, was adopted. (YES: Hyatt, Shaddix, Wright. ABSENT: Valles, Littau.)

9.4.3 Unaudited Actuals for 2025/2026

On consent motion of Board Member Hyatt, seconded by Board Member Shaddix, the unaudited actuals financial report was approved. (YES: Hyatt, Shaddix, Wright. ABSENT: Valles, Littau.)

9.4.4 Resolution 2642 Project and Design Authorization for the Rother Expand Office

Maintenance and Operations Director Ron Cushman presented Resolution #2642 Project and Design Authorization for the Rother Expand Office for adoption. On motion of Board Member Shaddix, seconded by Board Member Hyatt, Resolution #2642 was adopted. (YES: Shaddix, Hyatt, Wright. ABSENT: Valles, Littau.)

9.4.5 Resolution 2643 Project and Design Authorization for the Alta Mesa Expand Office

Maintenance and Operations Director Ron Cushman presented Resolution #2643 Project and Design Authorization for the Alta Mesa Expand Office for adoption. On motion of Board Member Hyatt, seconded by Board Member Shaddix, Resolution #2643 was adopted. (YES: Shaddix, Hyatt, Wright. ABSENT: Valles, Littau.)

M&O Director shared that the offsite improvements for CHYBA have begun. Construction on the main building is scheduled to start in mid-summer or early fall. Also, the AVID Hotel is now open.

10. Planning Matters

Lassen View Principal Stephanie Dahlberg shared that Lassen View had their Harvest Festival October 2.

11.1 Items from the Floor

The next Regular Board Meeting will take place on November 4, 2026, 5:30 p.m. (Open Session).

11.2 Future Meeting Dates

Other important dates included:

11.3 Other Important Dates

School	Date	Time
Alta Mesa Fall Carnival	October 30	5:30-7:00 pm
Boulder Bash	October 23	5:00-7:00 pm
Mistletoe Harvest Festival	October 29	5:00-7:30 pm
Parsons Fall Festival	October 8	5:00-7:00 pm
Rother Harvest Carnival	October 30	5:00-7:00 pm
Shasta Meadows Fall Harvest Festival	October 23	6:00-8:00 pm

At 6:05 p.m., the meeting was adjourned to Closed Session.

11.4 Adjourn to Closed Session

12. Closed Session

At 6:23 p.m., the meeting was reconvened to Open Session.

13. Reconvene to Open Session Report of Action Taken in Closed Session

On motion of Board Member Shaddix, seconded by Board Member Wright, the leave of absence request for employee #490510 was denied. (NO: Hyatt, Shaddix, Wright. ABSENT: Valles, Littau.)

The meeting was adjourned at 6:28 p.m.

14. Adjournment

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BONNIE HYATT, CLERK
Enterprise Elementary Governing Board

Approved and entered into the records of the
Enterprise Elementary School District this 4th day of November, 2026.

_____
HEATHER ARMELINO
Secretary to the Governing Board

7.3 MINUTES OF THE OCTOBER 27, 2026 SPECIAL BOARD MEETING

Approve the minutes of the October 27, 2026 Special Board Meeting.

Proposed Action: Consent approval.

MOTION MADE BY:_____
SECONDED BY:_____

ENTERPRISE ELEMENTARY SCHOOL DISTRICT

MINUTES OF THE OCTOBER 27 2026 SPECIAL BOARD MEETING

1155 MISTLETOE LANE, FAMILY LITERACY CENTER

The meeting of the Enterprise Elementary School District Board of Education was called to order at 1:00 pm., by Board President Wright	1. Call to Order
There were no comments from the public.	2. Public Comment
BOARD MEMBERS Gloria Valles Troy Wright Bonnie Hyatt Andrew Shaddix Robin Littau ~ *absent* ADMINISTRATION Heather Armelino, Superintendent	
.	
Resolution #2645, Appointment in Lieu of Election was presented for adoption. On motion of Board Member Valles, seconded by Board Member Shaddix, Resolution #2645, Appointment in Lieu of Election, was adopted. (YES: Valles, Shaddix, Hyatt, Wright. ABSENT: Littau.)	3.1 Resolution 2645, Appointment in Lieu of Election
The meeting was adjourned at 1:01 p.m.	4. Adjournment

_____

BONNIE HYATT, CLERK
Enterprise Elementary Governing Board

Approved and entered into the records of the
Enterprise Elementary School District this 4th day of November 2026.

_____

HEATHER ARMELINO
Secretary to the Governing Board

8.1 RECOGNITION AND REPORTS

8.1.1 SCHOOL PRESENTATION AND ESSENTIAL PIECE

Boulder Creek principal Courtney Haedrich presents "Gather, Share, Grow."

5th Grade Teacher, Machelle Miramontes-Henning and School Librarian, Kristen Matthews will be presented the Essential Piece Award for the month of November in recognition of their dedication and service to the Boulder Creek School community.

8.1.2 RECOGNITIONS

Upon his resignation, Roy Brown, Transportation Supervisor, will be recognized for his 13.5 years of service to the district.

8.1.3 EETA REPORT

None.

8.1.4 CSEA REPORT

None.

8.1.5 SUPERINTENDENT'S REPORT

District update

8.2 PUBLIC FORUM

Any individual or group representative may address the Board at this time on any subject not covered by an item on the agenda. Additional opportunities to address the Board will be provided during the course of the meeting as various items are considered. The Board of Education reserves the right to limit the time allotted to each speaker to three minutes and the number of times an individual is allowed to address the Board on a given subject.

Does anyone wish to address the Board?

8.3.1 CONFERENCE AND STAFF DEVELOPMENT REPORT

The Governing Board encourages EESD staff members to be lifelong learners and to attend conference pertinent to his/her instructional focus. The Superintendent is to inform the Board of the personnel involved and the nature of the conference that has been approved.

Date	Conference/Location	Attendee(s)
Oct. 15-16, 2026	TEACCH Autism Program Conference Virtual	Megan Goetz

Staff development plays an integral part in the continuous improvement of instruction. Recent staff development activities are reported here:

After-School Professional Development

September 29

Leader in Me Lead Teacher Training -Lead teacher cohorts met for small group sessions with a Franklin Covey coach for a follow up curriculum and development (C&D) training. Cohorts continued to develop coaching and presentation skills to support Leader In Me implementation at their school sites.

- 4 Certificated employees attended this training.

September 29

Classroom Screen Training -Attendees came to learn the widgets and templates in their ClassroomScreen Pro account.

- 10 Certificated employees attended this training.

September 30

Leader in Me Lead Teacher Training - -Lead teacher cohorts met for small group sessions with a Franklin Covey coach for a follow up curriculum and development (C&D) training. Cohorts continued to develop coaching and presentation skills to support Leader In Me implementation at their school sites.

- 5 Certificated employees attended this training.

October 1

Leader in Me Lead Teacher Training - -Lead teacher cohorts met for small group sessions with a Franklin Covey coach for a follow up curriculum and development (C&D) training. Cohorts continued to develop coaching and presentation skills to support Leader In Me implementation at their school sites.

- 4 Certificated employees attended this training.

October 7

Monthly TK Meeting Teachers shared strategies, observations, and ideas to support consistency and student engagement across classrooms.

- 5 Certificated employees attended this training.

October 14

6th-8th Math Pilot Debrief Meeting -6-8 grade math pilot teachers discussed the two curriculums they are currently piloting

- 6 Certificated employees and 1 Admin attended this training.

October 14

Innovamat TK-5th Pilot Team Meeting -Attendees will be going over math fluency as it is approached in Innovamat & getting questions answered regarding pilot.

- 10 Certificated employees attended this training.

October 16

Site Lit Meeting -This meeting focused on reviewing student assessment data, discussing testing accommodations and designated supports, sharing updates on ELD and literacy programs, and planning professional development and instructional support for teachers.

- 7 Certificated employees and 1 Admin attended this training.

October 20

RISE -This RISE meeting focused on applying Habit 3, "Put First Things First," in the classroom while preparing teachers to write meaningful, growth-focused report card comments, complete IEP progress reports, and conduct effective parent-teacher conferences.

- 32 Certificated employees and 1 attended this training.

October 21

ParentSquare: Conference Sign Ups -. This session will cover best practices for setting up availability, sharing the sign-up link, and tracking appointments. Attendees leave confident in their ability to manage conference schedules and ensure a smooth sign-up experience for families.

- 12 Certificated employees attended this training.

Health Trainings for October 2026 provided by the district nurses:

CPR

- 18 Certificated/Classified attended

EpiPens

- 76 Certificated/Classified attended

Narcan

- 76 Certificated/Classified attended

Seizure First Aid

- 76 Certificated/Classified attended

Medication Admin.

- 5 Certificated/Classified attended

Specialized health procedure

- 1 Certificated/Classified attended

8.4.1 FINANCIAL REPORT

The District's current financial report will be presented.

Fund 01 - General		Budget	Actual	Encumbrance	Balance	Avail
					Fiscal Year 2027 through 10/31/2026	
REVENUES						
LCFF Revenue Sources	(8010-8099)	45,707,387.00	8,273,962.19		37,433,424.81	82%
Federal Revenue	(8100-8299)	2,602,265.00	360,572.00		2,241,693.00	86%
Other State Revenue	(8300-8599)	10,496,257.00	1,663,416.36		8,832,840.64	84%
Other Local Revenue	(8600-8799)	4,855,364.00	1,303,322.67		3,552,041.33	73%
Total Revenues		**63,661,273.00**	**11,601,273.22**		**52,059,999.78**	**82%**
EXPENDITURES						
Certificated Salaries	(1000-1999)	24,425,446.00	4,405,240.30	17,548,680.65	2,471,525.05	10%
Classified Salaries	(2000-2999)	12,498,986.00	2,410,481.11	7,834,601.55	2,253,903.34	18%
Employee Benefits	(3000-3999)	16,716,540.00	2,659,610.21	10,081,736.77	3,975,193.02	24%
Books and Supplies	(4000-4999)	3,852,983.00	762,859.49	676,001.45	2,414,122.06	63%
Services & Operating Expenses	(5000-5999)	8,700,627.00	3,360,718.69	974,720.53	4,365,187.78	50%
Capital Outlay	(6000-6999)	4,262,500.00	1,122,226.81	281,135.45	2,859,137.74	67%
Other Outgo	(7100-7299, 7400-7499)	180,000.00	11,545.00	.00	168,455.00	94%
Transfer of Indirect Costs	(7300-7399)	(309,336.00)	.00	.00	(309,336.00)	100%
Total Expenditures		**70,327,746.00**	**14,732,681.61**	**37,396,876.40**	**18,198,187.99**	**26%**
Operating Surplus/(Deficit)		**(6,666,473.00)**	**(3,131,408.39)**	**(40,528,284.79)**		
OTHER FINANCING SOURCES/USES						
Interfund Transfers In	(8900-8929)	3,177,500.00	.00		3,177,500.00	100%
Interfund Transfers Out	(7600-7629)	50,000.00	.00	.00	50,000.00	100%
Total Other Financing Sources/Uses		**3,127,500.00**	**.00**	**.00**	**3,127,500.00**	**100%**
Net Surplus/(Deficit)		**(3,538,973.00)**	**(3,131,408.39)**	**(40,528,284.79)**		
Beginning Fund Balance		**23,678,649.00**	**18,128,740.23**	**18,128,740.23**		
Net Ending Fund Balance		**20,139,676.00**	**14,997,331.84**	**(22,399,544.56)**		
**** calculated ****						
Components of Ending Fund Balance						
LegallyRestrictedBalance - 9740		4,574,594.00	.00			
Other Commitments - 9760		10,431,000.00	.00			
BoardDesignated - 9780		1,869,000.00	.00			
Reserve Economic Uncertainties - 9789		2,500,000.00	.00			
UnDesignatedUnAppropriated - 9790		765,082.00	.00			
Ending Fund Balance		**20,139,676.00**	**.00**			

Fund 09 - Redding Collegiate					Fiscal Year 2027 through 10/31/2026	
		Budget	Actual	Encumbrance	Balance	Avail
REVENUES						
LCFF Revenue Sources	(8010-8099)	3,286,548.00	554,396.00		2,732,152.00	83%
Federal Revenue	(8100-8299)	2,518.00	.00		2,518.00	100%
Other State Revenue	(8300-8599)	239,602.00	32,786.79		206,815.21	86%
Other Local Revenue	(8600-8799)	30,636.00	.00		30,636.00	100%
Total Revenues		**3,559,304.00**	**587,182.79**		**2,972,121.21**	**84%**
EXPENDITURES						
Certificated Salaries	(1000-1999)	1,393,012.00	261,230.08	1,099,503.45	32,278.47	2%
Classified Salaries	(2000-2999)	297,875.00	65,234.09	231,273.56	1,367.35	0%
Employee Benefits	(3000-3999)	742,827.00	119,261.58	494,776.83	128,788.59	17%
Books and Supplies	(4000-4999)	252,868.00	10,087.02	24,817.64	217,963.34	86%
Services & Operating Expenses	(5000-5999)	735,696.00	62,651.59	350.00	672,694.41	91%
Transfer of Indirect Costs	(7300-7399)	144,893.00	.00	.00	144,893.00	100%
Total Expenditures		**3,567,171.00**	**518,464.36**	**1,850,721.48**	**1,197,985.16**	**34%**
Operating Surplus/(Deficit)		**(7,867.00)**	**68,718.43**	**(1,782,003.05)**		
Beginning Fund Balance		**517,612.00**	**641,135.43**	**641,135.43**		
Net Ending Fund Balance		**509,745.00**	**709,853.86**	**(1,140,867.62)**		
**** calculated ****						
Components of Ending Fund Balance						
LegallyRestrictedBalance - 9740		342,338.00	.00			
BoardDesignated - 9780		167,407.00	.00			
Ending Fund Balance		**509,745.00**	**.00**			

8.4.2 ENROLLMENT REPORT

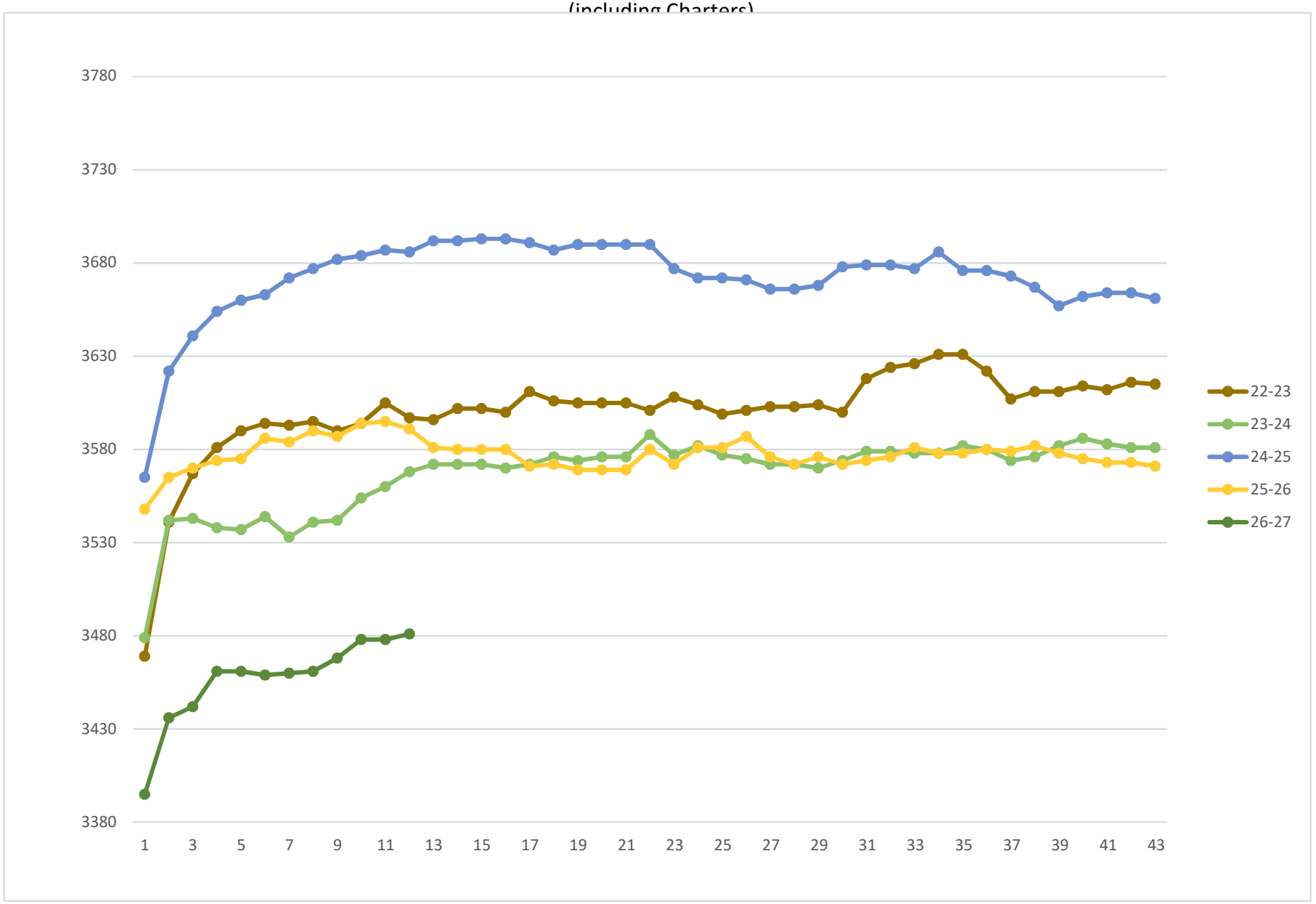
Deborah Williams, Chief Business Official, will provide an enrollment report.

Site	Regular	Oppor/SpEd/ Self-Cont	Total	Regular Teachers	TCHR/STU RATIO	Grade	RCA Enrlm
						TK	11
Alta Mesa	253	56	309	11.00	23.00	K	18
						1st	13
Boulder Creek	788	16	804	36.00	21.89	2nd	14
						3rd	17
Lassen View	409	14	423	19.00	21.53	4th	10
						5th	19
Mistletoe	620	13	633	28.00	22.14	6th	11
						7th	24
PACE	44	0	44	4.00	11.00	8th	26
						9th	18
Parsons	455	16	471	23.00	19.78	10th	21
						11th	19
Rother	237	26	263	11.00	21.55	12th	17
						Total	238
Shasta Meadows	275	21	296	13.00	21.15		
						District	
TOTALS	3081	162	3243	145.00	162.04	**Totals**	3481

TK	204
K	257
1st	337
2nd	326
3rd	350
4th	358
5th	350
6th	286
7th	328
8th	285
SDC	162
RCA	238
Total District	**3481**

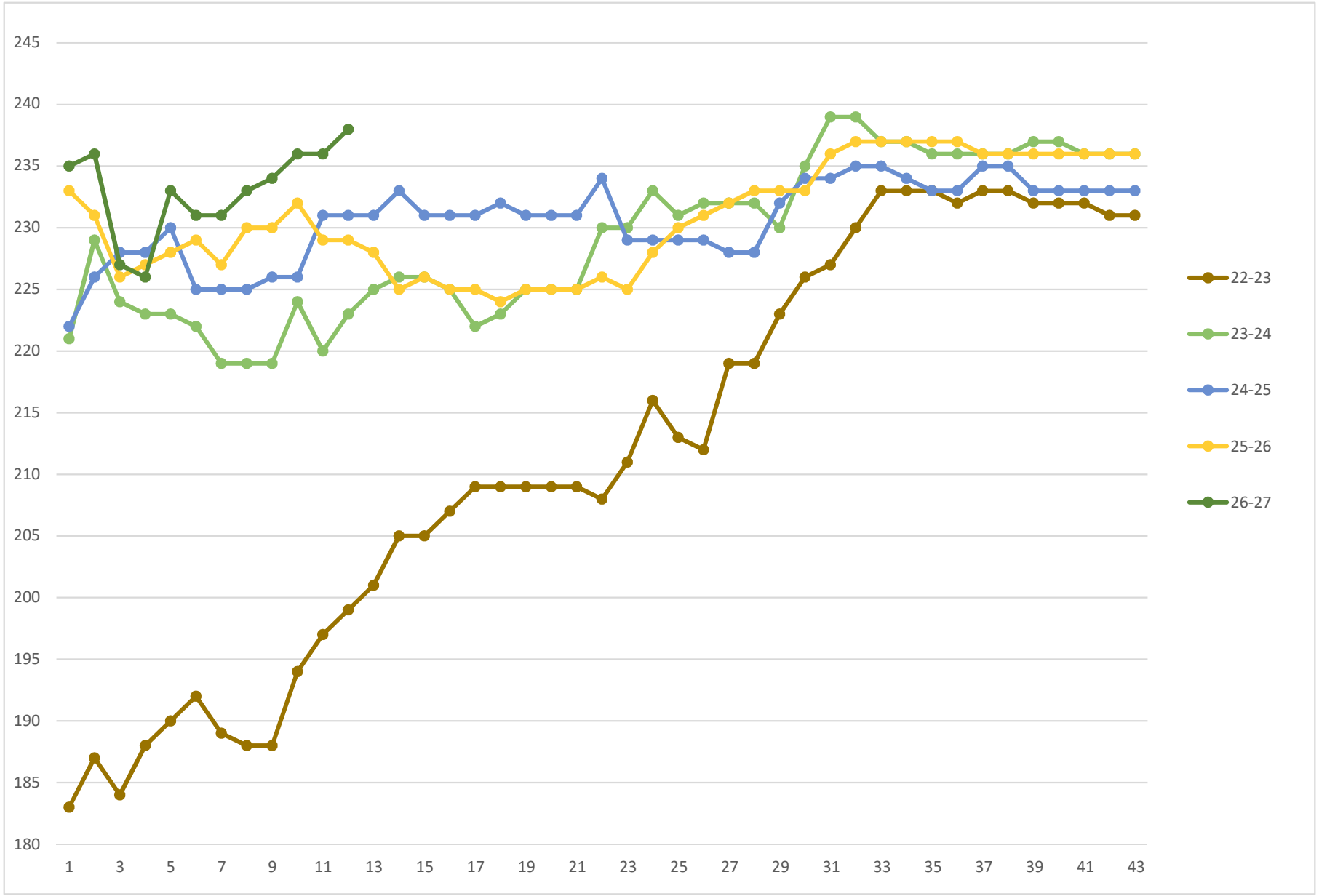
Grade Levels	District Staffing Ratio	Students Enrolled	Present Classrm Tchrs	Classrm Tchrs Needed
TK	24.00	204	9	9
K	30.00	257	16.33	9
1st-3rd	30.00	1013	46.66	34
4th-5th	30.00	708	27	24
6th-8th	*25	899	44.5	36
Total		**2,877**	134.49	102
*Includes Prep period adjustment & P.E. teachers				
(One additional teacher for every 5 6-8th grade teachers)				

Enterprise Elementary School District
Weekly Enrollment Comparison
(including Charters)



10/26/2026

RCA
Weekly Enrollment Comparison



10/26/2026

8.4.3 DEVELOPER FEE REPORT

Chief Business Official Deborah Williams will present the Developer Fee Report.

ENTERPRISE ELEMENTARY SCHOOL DISTRICT

INTEROFFICE MEMO

DATE: **OCTOBER 27, 2026**

TO: **HEATHER ARMELINO, SUPERINTENDENT**

FROM: **DEBORAH WILLIAMS, CBO**

RE: **2025/2026 DEVELOPER FEE REPORT**

School Districts are required to annually report income and expenditures in the Capital Facilities Fund (Developer Fees). The attached report shows net revenues for the 2025/2026 school year of $98,328 which is a decrease of $192,704 from the prior year which was $291,032.

Total expenditures for the period were $466,304.50.

The ending fund balance after the above revenue and expenditures is $222,073.58. This balance is available to spend on certain qualifying construction and/or reconstruction related projects.

Please place this item on the November 4, 2026 Board Agenda as a Business Report item.

ENTERPRISE ELEMENTARY SCHOOL DISTRICT
DEVELOPER FEES REPORT
2025/26 FISCAL YEAR

TYPE OF FEE: RESIDENTIAL/COMMERCIAL **FEE PER SQ FT: $5.38 / $.87**

FUND SUMMARY

Beginning Balance:		**$**	**590,050.08**
Prior Period Adjustment			-
Beginning Balance as Adjusted		**$**	**590,050.08**
Revenues:			
Fees Collected			
2025	**21,983.40**		
2026	**68,461.40**		
Prior Year Refunds	-	# Entities:	0
Interest	**14,088.20**		
FMV Adjustment-Cash in County Treasury	**(6,205.00)**		
Other Transfers In	-		
Total Revenues			**98,328.00**
Total Expenditures (see below)			**(466,304.50)**
Ending Balance:		**$**	**222,073.58**

EXPENDITURE DETAIL

SITE/PROJECT	**BC**	**MI**		**Total**
	Playground	**TK Playground**	**District General**	**Expend.**
Date Project Started	**June-23**			
Date Project Completed	**Complete**	**Complete**		
Expenditures:				-
Salaries				-
Benefits				-
Supplies				-
Rents/Leases				-
Contract Maint. & Repairs				-
Admin. Fees			**972.00**	**972.00**
Site Improvement	**252,628.60**	**212,703.90**		**465,332.50**
New Building				-
Building Improvement				-
New Furn. & Equipment				-
Debt Service				-
Other Transfers Out				-
Total Expenditures	**$ 252,628.60**	**$ 212,703.90**	**$ 972.00**	**$ 466,304.50**
% of Project Funded from Fees	**100%**			

S:\DEVELOPER FEES FILE\2025-2026 Developer Fees Report.xls\report by site

9.1.1 RESCIND OUTDATED BOARD POLICIES

The Board is asked to approve the rescission of outdated Board Policies. Due to the length of the documents, they're not printed in the agenda. You can access them by clicking on the links below.

0010 BP Concepts and Roles
1313 BP Complaints Concerning School Personnel
2010 BP School Board - Responsibilities
2100 BP School Board - Evaluations
2200 BP Central Administration
3035 BP Criminal Background Checks for Contractors
4112.24 BP Teacher Qualifications Under the No Child Left Behind Act
4510 BP Negotiations-Philosophy of Negotiations
4520 BP Negotiations-Management Rights
5050 BP Students Rights of Freedom and Speech and Expression
5130 BP Students with HIV Infection
5160 BP Vandalism
6060 BP Proficiency Procedures Related to Alternative Instruction
6095 BP Standardized Tests, District Assessments, and Accountability
6113 BP Staff Development
6240 BP Education for English Language Learners

Proposed Action: Consent approval.

MOTION MADE BY:_____
SECONDED BY:_____

9.1.2 ANNUAL ORGANIZATIONAL MEETING DATE, TIME, AND PLACE

California Education Code requires that an annual organizational meeting of the Board of Education be held in December. The purpose of the Annual Organizational Meeting is to establish the time, dates, and location of the regular meetings of the Board of Education for the coming year, elect a Board President and Clerk from its membership (Board Bylaw #9100), and the authorization of persons to sign warrants.

It is recommended that the Annual Organizational Meeting be established for December 16, 2026 at Parsons, 750 Hartnell Avenue, Redding, at 5:30 PM (open session) and that the Clerk be directed to inform Board Members and the County Superintendent of Schools in writing of the date and time in accordance with Education Code requirements.

Proposed Action: Approval.

MOTION MADE BY:_____
SECONDED BY:_____

NOTICE OF THE
ANNUAL ORGANIZATIONAL MEETING OF THE BOARD

Enterprise Elementary School District

School District

December 16, 2026

Date

5:00 pm (closed session) 5:30 pm (Open Session)

Time

Parsons Junior High School, 750 Hartnell Avenue

Location

Return by November 27th to Shasta County Office of Education
Attn: Superintendent's Office

9.2.1 RESIGNATIONS

Resignations are presented to the board for approval.

Name	Effective Date
Roy Brown	12/30/2026
Jacob Hernandez	12/31/2026

Proposed Action: Consent approval.

MOTION MADE BY:_____
SECONDED BY:_____

9.2.2 CAL POLY HUMBOLDT AGREEMENT

The Cal Poly Humboldt agreement is presented for approval.

Proposed Action: Consent approval.

MOTION MADE BY:_____
SECONDED BY:_____

Cal Poly Humboldt.

MEMORANDUM OF UNDERSTANDING FOR STUDENT TEACHING, OBSERVATION OR FIELD WORK

THIS AGREEMENT, made and entered into as of this 4th day of November, 2026 by and between the State of California through THE TRUSTEES OF THE CALIFORNIA STATE UNIVERSITY, all of which are hereinafter called the "State" or "State University," and the Enterprise Elementary School District of Shasta County, herein after called the "District":

WITNESSETH:

WHEREAS, the District is authorized to enter into agreements with the State, to provide teaching experience through practice teaching or observation to students enrolled in teacher training curricula, and other fieldwork experience to students enrolled in other curricula of the State University; and

WHEREAS, any such agreement will provide no payment for the Practice Teaching services rendered by the District; NOW, THEREFORE, it is mutually agreed between the State and the District as follows:

SPECIAL PROVISIONS

The TERM of the Agreement shall become effective as of the date of final execution and shall remain in effect until June 30 2029. The State shall provide no payment to the District for services required for any Practice Teaching placements.

GENERAL TERMS

1. The District shall provide to State University students experience through practice teaching, observations or other field work in schools and classes of the District. The experience provided by said student placements shall be provided in such schools or classes of the District and under the direct supervision and instruction of such employees of the District, as the District and the State through their duly authorized representatives may agree upon.

   The District may, for good cause, refuse to accept for such observational, practice teaching or other field work placement any student of the State University assigned in the District, and upon request of the District, made for good cause, the State shall terminate the assignment of any student of the State University in the District.

   “Practice Teaching” as used herein and elsewhere in this agreement means active participation in the duties and functions of classroom teaching under the direct supervision and instruction of employees of the District holding valid life diplomas or credentials issued by the State Board of Education, other than emergency or provisional credentials, authorizing them to serve as classroom teachers in the schools or classes in which the practice teaching is provided.

2. An assignment of a student of the State University to schools or classes of the District shall be, at the discretion of the State, for (1) Practice Teaching or for (2) Field Work. A student may be given more than one assignment by the State University in such schools or classes.

   The assignment of a student of the State University to the District shall be deemed to be effective for purposes of this agreement as of the date the student presents to the proper authorities of the District the assignment card or other document given the student by the State University effecting such assignment, but not earlier than the date of such assignment as shown on such card or other document.

   Absences of a student from assigned practice teaching shall not be counted as absences in computing the semester units of practice teaching provided the student by the District.

Cal Poly Humboldt.

MEMORANDUM OF UNDERSTANDING FOR STUDENT TEACHING, OBSERVATION OR FIELD WORK

3. The University shall identify, provide or arrange for, and verify completion of all applicable required trainings before placement, including, but not limited to, mandated reporter training and child abuse prevention and reporting, professional boundaries and appropriate interactions with students, and any other training required by applicable law or District policy for student teachers working with students.

4. The University shall ensure that each student teacher completes any required initial training and any applicable refresher training within the legally prescribed timeframes. Completion of University coursework or prior training shall satisfy a requirement only when such coursework or training meets the applicable legal and District requirements.

5. Except as otherwise provided herein, the State University shall provide workers' compensation insurance during the period for which the students are assigned to the District by the State University. All premiums or any other costs therefore shall be paid by the State University.

6. Except as otherwise provided herein, the State University shall inform each student regarding the availability of professional liability insurance. Students enrolled in Education credential programs are covered by the State University Student Professional Liability Insurance Program. Evidence of Coverage is provided upon request.

7. All the terms and conditions of this agreement apply to the placement of students of the State University for observational experience, with the exception that those students will not be covered by workers' compensation insurance as provided in Paragraph 3 hereof. In addition, all the terms and conditions of this agreement apply to the placement of students of the State University for assigned field work other than practice teaching.

    a. State University shall defend, indemnify and hold District, it's officers, employees and agents harmless from and against any and all liability, loss, expense (including reasonable attorney's fees), or claims for injury or damages arising out of the performance of this Agreement but only in proportion to and to the extent such liability, loss, expense, attorney's fees or claims for injury or damages are caused by or result from the negligent or intentional acts or omissions of District, its officers, agents, or employees.

    b. District shall defend, indemnify and hold State University, it's officers, employees and agents harmless from and against any and all liability, loss, expense (including reasonable attorney's fees), or claims for injury or damages arising out of the performance of this Agreement but only in proportion to and to the extent such liability, loss, expense, attorney's fees or claims for injury or damages are caused by or result from the negligent or intentional acts or omissions of State University, its officers, agents, or employees.

8. The District agrees to accept students without regard to race, ethnic origin, sex, sexual orientation, gender, gender identity, gender expression, age, religion, disability, handicap, or political belief.

9. State University will ensure that participating students will not be placed at District with unsupervised access to children until a background check by the Department of Justice, including fingerprint clearance, is completed and participating students are granted Certificate of Clearance by the State of California.

10. State University shall ensure that participating students have provided evidence of tuberculosis screening administered in the first semester of their teacher preparation program.

11. The District shall provide to the University's credential candidates experiences through practice teaching, observations, or other field work in schools and classes of the district. The experience provided by said candidate placements shall be provided in appropriate schools or classes of the District and under the direct supervision and instruction of such employees of the District, as the District and State through their duly authorized representative

Cal Poly Humboldt.

MEMORANDUM OF UNDERSTANDING FOR STUDENT TEACHING, OBSERVATION OR FIELD WORK

may agree upon.

12. The District shall provide opportunities for the University students to practice and provide literacy instruction. The University's credential candidates will engage in practice teaching of oral and written language including meaning-making, language development, and effective expression, as appropriate to the credential program. The University students will have the opportunity in the clinical practice placement to practice screening and diagnostic techniques that inform teaching and assessment and early intervention techniques, as appropriate to the credential and as identified in the teacher performance expectations and standard. The District shall ensure candidates have access to student records, including Individualized Education Plans (IEPs) and 504 plans, in order to shape instruction. While in the clinical practice placement, the University credential candidates will be expected to take and pass a literacy performance assessment approved by the Commission on Teacher Credentialing that includes a focus on foundational literacy skills and the additional cross-cutting themes in literacy.

13. Both Parties shall procure and maintain in force during the term of this Agreement, at their sole cost and expense, insurance in amounts reasonably necessary to protect them against liability arising from any and all negligent acts or incidents caused by each party's employees. Coverage under such professional and commercial general liability insurance shall be not less than two million dollars ($2,000,000) for each occurrence and four million dollars ($4,000,000) in the aggregate. Such coverage shall be obtained from a carrier rated A or better by AM Best of a qualified program of self-insurance. Both parties shall maintain and provide evidence of workers' compensation coverage as required by law. Upon request, each party shall provide for not less than thirty (30) days notice of cancellation to Agency. Each party shall promptly notify the other party of any cancellation, reduction, or other material change in the amount or scope of any coverage required hereunder. Upon written request, the University can provide a copy of the certificate of insurance along with additional insured and endorsements.

Cal Poly Humboldt.

MEMORANDUM OF UNDERSTANDING FOR STUDENT TEACHING, OBSERVATION OR FIELD WORK

TRUSTEES OF THE CALIFORNIA STATE UNIVERSITY
California State Polytechnic University, Humboldt

District:

Edna J Lewis
2026.10.16 13:23:04
-07'00'

Edna Lewis,
Procurement Specialist
Contracts & Procurement

Signature

By: Heather Armelino
Print Name

Superintendent
Title

CERTIFICATION (if applicable)

I, the duly appointed and acting Clerk or Secretary or Governing Board of the Board of School District listed below, do hereby certify that the following is a true and exact copy of a portion of the Minutes of the regular meetings of said Board held on November 4, 2026

"It was moved, seconded, and carried that the attached contract with the Trustees of the California State University, whereby the University may assign students to the schools in the School District for practice teaching be approved; and the district is hereby authorized to execute the same."

School District:

By: _____
Clerk of the Governing Board of the School District

County: Shasta

9.2.3 CLASSIFIED MANAGEMENT AND CONFIDENTIAL JOB DESCRIPTIONS

The following classified management and confidential job descriptions are presented for board approval.

Proposed Action: Consent approval.

MOTION MADE BY:_____
SECONDED BY:_____

ENTERPRISE ELEMENTARY SCHOOL DISTRICT

Memo

TO: **HEATHER ARMELINO, SUPERINTENDENT**

FROM: **MEAGAN HAWLEY-STONE, HUMAN RESOURCES**

DATE: **OCTOBER 15, 2026**

RE: **CLASSIFIED MANAGEMENT & CONFIDENTIAL JOB DESCRIPTIONS**

DESCRIPTION OF AGENDA ITEM:

Please find attached the revised job description for Director of Transportation and the new job descriptions for Executive Assistant and Human Resources Analyst for review and approval.

RECOMMENDATION:

Please present to the Board at their November 4, 2026, meeting for approval.

Enterprise School District
Job Description

Job Title:	Director of Transportation (Classified Management)
Department:	Business Services
Reports To:	Chief Business Official or Designee
Range:	As identified on the Salary Schedule
Prepared By:	Human Resources
Prepared Date:	October 7, 2026
Approved By:	Board of Education
Approved Date:	pending board approval

SUMMARY: Under the supervision of the Chief Business Official and/or designee; supervises the day-to-day operations of the Transportation Department. Primary duties include direct supervision, scheduling of work assignments and employee evaluations for the Transportation Department and clerical support personnel; serves as a primary contact person for the Transportation Department, requiring public and human relations skills, and effective oral and written communication skills. This position requires the use of independent judgment to deal with a variety of unanticipated problems and concerns. This position also requires a knowledgebase of bus routing, the classified employees' contract and experience in handling progressive discipline. Highly sensitive issues and/or problems are referred to the Chief Business Official or designee.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Build and maintain positive relationships with other public officials, school employees, parents and students using effective verbal/non-verbal skills
- Maintain personal hygiene and wear appropriate attire for the position
- Work with others as a team in a fast paced environment
- Effectively use conflict resolution skills
- Effectively communicate problems that arise to supervisor
- Maintain a high level of confidentiality
- Assist with campus safety
- Maintain a working knowledge of legislation and pending regulations affecting student transportation
- Advise administration on matters involving pupil transportation
- Oversee the planning and organizing of routes and schedules.
- Oversee field trip management, such as, but not limited to, timely processing requests, approve/deny, assist with billing, etc.
- Manage driver assignments to bus, route, fieldtrip, etc.
- Provide communication to school sites, such as, but not limited to, routes, schedules, student discipline, etc.
- Regularly observe driver performance by riding with the driver and preparing observation reports.
- Act as liaison among drivers, administrators and parents to resolve student behavior concerns.
- Assist in accident investigation and provides necessary follow-up of accident reporting requirements.

TOP

- Schedule state mandated drug and alcohol testing for bus drivers
- Maintain accurate records and timelines as required by district policies, laws and regulations, such as, but not limited to, all required CHP records, annual CHP Carrier Inspection, records of repair, random testing, driver certificate records, etc
- Maintain records of driver eligibility to ensure timely renewals
- Monitor and notify drivers of upcoming expiration and status of licenses and certificates.
- Maintain a continuous program of driver training that includes classroom instruction, behind the wheel training (original and/or renewal), new or changes in procedures, laws, regulations, student behavior management, driving conditions, equipment usage, wheelchair lift/tie-down/operation, etc.
- Plan and coordinate special training such as, but not limited to, cardiopulmonary resuscitation, first aid, and specialized health care procedures.
- Submits reports and maintains records, such as, but not limited to, driver records on training, driver license, school bus certificate and medical card status.
- Prepares and monitors transportation budget.
- Prepare and submit employee evaluations according to District policy and procedures.
- Manage department employee leaves, such as, but not limited to, employee leave requests, leave scheduling, substitute coverage, timecard approval,etc.
- Respond in conjunction with the District Office to emergencies including after-hours situations for the purpose of addressing immediate safety concerns
- Maintain own route as driver estimated at approximately 40% of the day
- Substitute for other drivers as necessary
- Perform other duties which reasonably relate to the above

QUALIFICATIONS: To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

EDUCATION and/or EXPERIENCE: At least five years of experience driving a school bus at the K-8 level and management or supervisory experience preferred.

LANGUAGE SKILLS: Read and interpret documents such as safety rules, operating and maintenance instructions, and procedure manuals. Write routine reports and correspondence. Speak with another person and/or group in an understandable voice with sufficient volume to be heard at a normal conversational distance and on the telephone, hand held radio, loud speaker or other forms of communication devices. Must be able to take direction and be able to follow through in an independent manner; must be able to communicate well with parents, children, staff, and members of the public; must be able to follow through with record keeping and be thorough in following the directions of the Chief Business Official and/or designee in the specific duties as outlined above.

CERTIFICATES, LICENSES, REGISTRATIONS: Valid California Class **A or** B driver's license with P **and S** endorsements**,** valid California Special Driver Certificate **(DL-45),** valid/unrestricted California School Bus Driver Instructor Certificate, Red Cross First Aid Card, and Red Cross or American Heart CPR card.

TOP

MATHEMATICAL SKILLS: Ability to add, subtract, multiply, and divide in all units of measure, using whole numbers, common fractions, and decimals. Ability to compute rate, ratio, and percent and to draw and interpret bar graphs.

REASONING ABILITY: Ability to apply common sense understanding to carry out instructions furnished in written, oral, or diagram form. Ability to deal with problems involving several concrete variables in standardized situations.

OTHER SKILLS AND ABILITIES: Demonstrate ability to drive a school bus safely and efficiently; Ability to supervise others in an efficient and effective manner to build high group morale; Knowledge of CHP School Bus Driver Handbook.

PHYSICAL DEMANDS: The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is occasionally required to stand, walk, reach with hands and arms, climb or balance, stoop, kneel, crouch or crawl, and taste or smell. The employee is regularly required to sit and use hands to finger, handle, or feel. The employee is frequently required to talk or hear. The employee must regularly lift and/or move up to 25 pounds and occasionally lift and/or move up to 50 pounds with assistance. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, and depth perception.

WORK ENVIRONMENT: The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly exposed to outside weather conditions. The noise level in the work environment is usually moderate.

Superintendent	Date
Board Approval (Clerk)	Date

TOP

Enterprise Elementary School District
Job Description

Job Title: Executive Assistant (Confidential Position)

Department: Superintendent's Office

Reports To: Superintendent

Range: As identified on the Salary Schedule

Prepared By: Human Resources

Prepared Date: October 13, 2026

Approved By: Board of Education

Approved Date:

SUMMARY: Under the direct supervision of the Superintendent, performs highly complex and responsible executive secretarial and administrative services; performs a wide variety of time sensitive and highly confidential functions; prepares reports; and performs other duties which reasonably relate to the above.

ESSENTIAL DUTIES AND RESPONSIBILITIES include the following:

- Build and maintain positive, professional relationships with public officials, District employees, parents, students, and community members through effective verbal and nonverbal communication.
- Maintain personal hygiene and wear attire appropriate for the position.
- Receive, welcome, screen, and refer visitors and telephone inquiries to the Superintendent, Administrator/Manager, designee, or other appropriate personnel; respond to inquiries and resolve requests as appropriate.
- Maintain effective working relationships and communication with District departments and school site personnel while safeguarding the District's integrity and security.
- Maintain a professional public image in all interactions and represent the District in a manner that reflects its integrity and values.
- Work collaboratively as part of a team in a fast-paced environment.
- Apply effective conflict resolution, problem-solving, and interpersonal skills in interactions with others.
- Effectively communicate concerns, issues, and problems to the appropriate supervisor.
- Maintain a high level of confidentiality when handling sensitive personnel, student, administrative, and District information.
- Prepare confidential correspondence, documents, reports, and other materials as required.
- Review, interpret, and appropriately handle highly confidential information.
- Exercise sound judgment and discretion when handling sensitive matters and responding to inquiries.
- Provide administrative and executive support to the Superintendent and Board of Education, including managing assigned calendars and coordinating schedules.
- Receive and review mail and correspondence directed to the Superintendent to ensure appropriate distribution, prioritization, and follow-up. Assemble supporting information, identify key items, and respond to or route correspondence that does not require the

Superintendent's personal attention.
- Maintain and organize files and records for the Superintendent.
- Attend and maintain accurate minutes of Board of Education, Administrative Council, and Cabinet meetings as required.
- Coordinate and support meetings, including scheduling, preparing and distributing agendas and supporting documents, inviting attendees, reserving meeting spaces, providing meeting assistance, and preparing minutes.
- Schedule and prepare documentation for student expulsion hearings.
- Coordinate travel arrangements and process related reimbursement documentation.
- Facilitate the review, approval, and submission of timecards, as assigned.
- Oversee the preparation, development, editing, and publication of District documents and publications, including, but not limited to, School Accountability Report Cards, the Handbook for Families, the Parent Rights Manual, *Edge*, and *State of the District*.
- Assist the Superintendent with public relations, communications, and marketing initiatives.
- Update and maintain assigned content on the District website, including Board agendas, minutes, policies, and District publications.
- Ensure District publications and public communications are accurate, professional, accessible, and consistent with established District standards.
- Research and interpret laws, regulations, and requirements related to District policies and administrative procedures.
- Prepare draft policies and revisions for review and approval by appropriate District personnel.
- Maintain and update policy manuals, policy files, and related documentation.
- Assist with maintaining and organizing public records in accordance with applicable laws, regulations, and District policies.
- Support the accurate preparation, organization, and retention of official District documents.
- Conduct research, analyze information, and prepare drafts, summaries, and reports in response to specific requests from the Superintendent or other authorized personnel.
- Compile, analyze, and prepare statistical data and reports as assigned.
- Analyze situations, evaluate available information, and determine an appropriate course of action within the scope of assigned responsibilities.
- Co-sign checks for designated District accounts, as authorized.
- Process purchase orders and related administrative documentation.
- Perform general clerical duties, including photocopying, scanning, faxing, mailing, and filing.
- Provide additional administrative and operational support to ensure the efficient functioning of the Superintendent's office and assigned District programs.
- Participate in ongoing professional development to enhance skills in executive secretarial support, communications, human relations, financial analysis, and management.
- Perform other duties reasonably related to the position as assigned.

QUALIFICATION REQUIREMENTS: To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Highly knowledgeable in office practices and policies through directives, and collective bargaining agreements;
- Ability to review and interpret highly confidential information; analyze situations to define issues and draw conclusions;
- Excellent mechanical skills; accurate typing; extensive and up-to-date knowledge of business English, including vocabulary, grammatical usage, punctuation, and report presentations;

- Ability to analyze situations accurately and adopt an effective course of action.
- Ability to perform responsible, complex administrative assistant and clerical work;
- Has strong leadership ability;
- Provide leadership and training to employees in areas related to but not limited to assigned department.
- Ability to work under highly stressful situations in a calm manner;
- Ability to deal effectively with a wide variety of personalities and situations requiring diplomacy, friendliness, poise and firmness;
- Ability to determine and maintain confidentiality;
- Use modern office practices and procedures, and standard office equipment operation;
- Knowledge of basic personnel principles and practices;
- Specialized duties require access to and possession of information relating to employer-employee relations; therefore, this is a Confidential position and not a part of the Classified Bargaining Unit;
- A working knowledge (or quickly acquired knowledge) of Enterprise School District Board policies and administrative regulations, general philosophy, and beliefs;
- Ability to establish and maintain harmonious relationships with staff, students, parents and collaborative agencies using tact, patience and courtesy;
- Ability to relate well with diverse cultural and socio-economic groups;
- Maturity, confidence, tact, and personal judgment required of a professional administrative assistant to effectively deal with stressful, diverse, and dynamic work situations

SUPERVISORY RESPONSIBILITIES: Supervises and directs clerical personnel when required

PREFERRED QUALIFICATIONS

- Strong communication skills and ability to listen, calm, direct (as appropriate), and solve conflicts
- Expertise in word processing, database, and spreadsheet software
- Ability to create attractive brochures, flyers, posters

UNIQUE REQUIREMENTS

- This position requires a flexible schedule. It is a 40-hour per week assignment, but the hours of the assignment will vary depending on the requirements of meeting schedules for any given week. Some required meetings that require attendance will occur outside regular business hours.

EDUCATION AND/OR EXPERIENCE:

- Associate's degree (A.A.) or equivalent from two-year college or business school, or equivalent, and five (5) years of increasingly responsible secretarial/administrative assistant experience.

LANGUAGE SKILLS:

- Ability to read, analyze, and interpret general periodicals, professional journals, technical procedures, or government regulations.
- Ability to write reports, business correspondence, and procedure manuals.
- Ability to effectively present information and respond to questions from groups of administrators, staff, parents, and the public.

MATHEMATICAL SKILLS:

- Ability to apply concepts such as fractions, percentages, ratios, and proportions to practical situations.

REASONING ABILITY:

- Ability to define problems, collect data, establish facts, and draw valid conclusions.
- Ability to interpret an extensive variety of abstract and concrete situations.
- Ability to effectively present information to administrators, staff, the public, and the Board of Education.
- Communicate effectively, both orally and in writing, using clear, Standard English.

PHYSICAL DEMANDS: The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to talk or hear. The employee frequently is required to sit. The employee is occasionally required to stand; walk; use hands to manipulate, handle, or feel objects, tools, or controls; reach with hands and arms; climb or balance; and stoop, kneel, crouch, or crawl.

The employee must occasionally lift and/or move up to 25 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, and the ability to adjust focus.

WORK ENVIRONMENT: The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is occasionally exposed to fumes or airborne particles.

The noise level in the work environment is usually moderate.

Superintendent	Date
Board Approval (Clerk)	Date

Enterprise School District
Job Description

Job Title:	Human Resources Analyst (Confidential)
Department:	Human Resources
Reports To:	Director of Human Resources or designee
Range:	As identified on the Salary Schedule
Prepared By:	Human Resources
Prepared Date:	October 13, 2026
Approved By:	Board of Education
Approved Date:	

SUMMARY: Under the direction of the Director of Human Resources or designee, responsible for planning, organizing, and assisting the human resource department with recruitment, selection, assignment, credential monitoring, leave management, employee performance, collective bargaining contract administration, and other related duties.

ESSENTIAL DUTIES AND RESPONSIBILITIES include the following:

- Build and maintain positive working relationships with employees, administrators, public officials, parents, students, bargaining units, insurance carriers, and other stakeholders through effective communication, collaboration, problem-solving, and conflict resolution.
- Maintain strict confidentiality of sensitive personnel information, records, and District interests while demonstrating professionalism and maintaining a positive public image.
- Interpret, apply, and explain District policies, employment contracts, collective bargaining agreements, regulations, and applicable state and federal laws, codes, and mandates to ensure compliance with established requirements.
- Assist in developing, implementing, and recommending Human Resources policies, procedures, and departmental goals consistent with applicable laws, regulations, collective bargaining agreements, and effective personnel management practices.
- Establish and maintain accurate and current, confidential personnel records, employment documentation, certificated credentials, seniority lists, evaluation rosters, personnel status changes, contracts, memoranda of understanding (MOUs), and other employment-related records.
- Coordinate and support personnel processes, employee status changes, leaves of absence, leave approvals, retirement, resignation, staff reductions, and other employment actions.
- Assist with recruitment and staffing activities, including developing recruitment plans, posting vacancies, coordinating screening and interview panels, scheduling interviews, conducting background investigations, communicating with applicants, and supporting substitute staffing needs.
- Administer and maintain Human Resources databases and systems, including credential monitoring; verify data accuracy and eligibility, generate reports, and ensure personnel availability and compliance with established requirements.
- Perform complex technical and analytical duties related to certificated credentialing, including collection and review of transcripts and records for salary placement; establishing timelines; monitoring credential status, and pay holds; communicating

renewal reminders and requirements; and ensuring employees possess appropriate and valid credentials.
- Maintain current knowledge of credentialing requirements, legislation, and regulatory changes to ensure personnel practices and credentialing services comply with applicable standards and requirements.
- Coordinate, administer, and monitor employee leave programs, including Industrial Illness/Accident Leave, disability leave, FMLA, CFRA, Pregnancy Disability Leave (PDL), and other applicable leave programs; track eligibility, approvals, documentation, department communication and compliance with legal and contractual requirements.
- Coordinate and administer workers' compensation claims and related processes, including timely submission of required documentation, claim tracking, work status monitoring, communication with claims adjusters and insurance carriers, interactive processes, and return-to-work coordination.
- Coordinate employee benefit programs in accordance with applicable laws and carrier contracts, including enrollment, eligibility verification, benefit changes, open enrollment, employee communications, claims coordination, and resolution of benefit eligibility and payment issues in collaboration with Payroll, District departments, employees, and insurance providers.
- Create, distribute, and/or process benefit documents, enrollment/disenrollment forms, benefit packages, and related materials; maintain current benefit information on District websites and provide employees with guidance regarding available benefits and coverage.
- Support employee safety and wellness initiatives, including the District Safety Committee, incentive programs, health fairs, staff development, and related activities.
- Provide administrative, analytical, and technical support for collective bargaining, labor negotiations, union-related matters, employee discipline, personnel investigations or concerns, and resolution of employment issues; assist with meeting preparation, documentation, facilitation, and maintenance of contracts, MOUs, and other agreements.
- Conduct surveys; collect, analyze, and maintain personnel data; prepare statistical reports, research, analyses, and other documentation to support departmental planning, decision-making, negotiations, and compliance.
- Prepare and maintain confidential department correspondence, publication, reports, and other communications.
- Review, prioritize, route, and respond to departmental correspondence, telephone inquiries, and visitors.
- Coordinate assigned departmental activities and collaborate with District departments, school sites, administrators, and external agencies
- Assist with the evaluation and approval of agreements, such as, but not limited to, university student teacher/intern, independent contractor, etc.
- Maintain organized, accurate, and efficient departmental filing and recordkeeping systems.
- Attend meetings as assigned and represent the department as appropriate
- Participate in professional development, meetings, workshops, and seminars to maintain current knowledge of the content area.
- Perform other duties reasonably related to the position.

QUALIFICATIONS: To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

EDUCATION and/or EXPERIENCE: Associate's degree (A.A.) desired or equivalent from two-year college or business school, or equivalent, and five (5) years of increasingly responsible secretarial/administrative assistant experience; experience and knowledge of basic personnel principles and management is preferable.

LANGUAGE SKILLS: Ability to read, analyze, and interpret general periodicals, professional journals, technical procedures, or government regulations; Ability to write reports, business correspondence and procedure manuals; Ability to effectively present information and respond to questions from groups of administrators, staff, parents, and the general public.

MATHEMATICAL SKILLS: Add, subtract, multiply, and divide in all units of measure, using whole numbers, common fractions, and decimals.

REASONING ABILITY: Define problems, collect data, establish facts, and draw valid conclusions. Apply common sense understanding to carry out instructions furnished in written, oral, or diagram form. Communicate effectively, both orally and in writing, using clear, standard English.

UNIQUE REQUIREMENTS: This position requires a flexible schedule. It is a 40-hour per week assignment, but the hours of the assignment will vary depending on the requirements of meeting schedules for any given week.

PHYSICAL DEMANDS: The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to talk or hear, use hands to manipulate, handle, or feel objects, tools, or controls; reach with hands and arms;. The employee frequently is required to sit, stand and walk. The employee is occasionally required to climb or balance; and stoop, kneel, crouch, or crawl.

The employee must occasionally lift and/or move up to 25 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, and the ability to adjust focus.

HAZARDS: Potential for contact with dissatisfied or abusive individuals.

WORK ENVIRONMENT: The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this

job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is occasionally exposed to fumes or airborne particles.

The noise level in the work environment is usually moderate.

Superintendent	Date
Board Approval (Clerk)	Date

9.2.4 APPROVE LIMITED PERMIT ASSIGNMENT

The following limited permit assignment is presented for Board approval.

Proposed Action: Consent approval.

MOTION MADE BY:_____
SECONDED BY:_____

ENTERPRISE ELEMENTARY SCHOOL DISTRICT
1155 Mistletoe Lane, Redding, CA 96002 ▪ Phone: (530) 224-4100 ▪ FAX: (530) 224-4101 ▪ www.eesd.net
Empowering every child, every day to create a better world

Name of Employee:Ashley Ward Site: All

I hereby consent to work under a local assignment per Ed Code 44831. I understand that my consent is for the 2026/2027 school year.

Signature _____ Date 10/23/2026

9.2.5 EMPLOYMENT

Board Members will discuss employment recommendations in Closed Session. Recommendations for employment will be reported and acted upon in open session.

Classified Management/Confidential

Name	Site	Position	FTE
Alexandra Cooper	DO	Assistant Director of Business Services	1.0
Melissa Lyric	DO	Change in classification to Accountant	1.0
Adam Baxter	DO	Change in classification to Payroll Specialist	1.0
Raina Cable	DO	Change in classification to Human Resources Analyst	1.0
Tonya Cottrell	DO	Change in classification to Executive Assistant	1.0

Classified

Name	Site	Position	Hours
Ashley Powell	SM	CIA Aide	3.67
Joshua Ballesteros	WH	Grounds	8.0

Proposed Action: Approval.
MOTION MADE BY:_____
SECONDED BY:_____

9.2.6 APPROVE EETA TENTATIVE AGREEMENT, SALARY SCHEDULES, AND AB1200

The following EETA tentative agreement, salary schedules, and AB1200 are presented for Board approval.

PROPOSED ACTION: Approval.

MOTION MADE BY:_____
SECONDED BY:_____

TOP

AGREEMENT BETWEEN
ENTERPRISE ELEMENTARY SCHOOL DISTRICT AND ENTERPRISE ELEMENTARY TEACHERS' ASSOCIATION
OCTOBER 1, 2026

The Enterprise Elementary School District and the Enterprise Elementary Teachers' Association agree as follows:

A compensation increase retroactive to 7/01/2026:

Compensation:

On-going (on the salary schedule)	**4.00%**
One-time (off the salary schedule)	**4.00%**
Total Compensation Increase	**8.00%**

Increase in Health and Welfare Benefits Contribution to $14,900 effective 10/01/2027.

For the following paid on or after November 1, 2026, a 4% increase will also be applied to Article 4 (Hourly Wage Rate), and Appendix B (Extra-Duty Pay Schedule)

Collective Bargaining Agreement Language Changes

TOP

Agreement Between
Enterprise Elementary School District and Enterprise Elementary Teachers' Association
October 1, 2026

Article 1: Recognition

The Enterprise Elementary School District confirms its recognition of the Enterprise Elementary Teachers Association/California Teachers Association/National Education Association (hereinafter referred to as EETA/CTA/NEA) as the exclusive representative for the unit of members certified by the Educational Employment Relations Board in Case #S-D-72: (SR-112), dated June 5, 1984, by the unit of employees recognized by the Enterprise Elementary School District as being all certificated employees in the District and excludes the Superintendent, principals, vice-principals and day-to-day substitutes, and consists of 184 employees as of November 1, 1995.

The EETA/CTA/NEA is the exclusive bargaining unit representative of all certificated employees which includes:

- Teacher (Regular Education Transitional Kindergarten - 12th grade)
- Teacher on Assignment (TOA)
- Instructional Coach
- Resource (RSP) Teacher
- Special Day Class (SDC) Teacher
- Academic Dean
- School Nurse
- Speech Pathologist
- Psychologist
- Lead Psychologist
- Site Literacy Teacher (K-5, K-8, 6-8)
- Instructional Services Specialist

Approved at the Enterprise Elementary School District Board Meeting: TBD (date of board meeting approving tentative agreement)

TOP

AGREEMENT BETWEEN
ENTERPRISE ELEMENTARY SCHOOL DISTRICT AND ENTERPRISE ELEMENTARY TEACHERS' ASSOCIATION
OCTOBER 1, 2026

Article 4: Compensation

Section 7. Work Year (Work / Duty Days)

7.1 Duty days as designated by the Superintendent on the appropriate salary schedule as follows:

Position	Work/Duty Days
Teacher (General Education Transitional Kindergarten - 12th grade)	185
Teacher on Assignment (TOA	185
Resource (RSP) Teacher	185
Special Day Class (SDC) Teacher	185
Speech Pathologist	185
Site Literacy Teacher (K-5)	190
Site Literacy Teacher (6-8)	193
Site Literacy Teacher (K-8)	193
Instructional Coach	193
School Nurse	199
Psychologist	199
Lead Psychologist	203
Academic Dean	200
Instructional Services Specialist	200

Note: New Article 4 Section 7 will replace the current Article 4 Sections 7-9, Section 11-12 to consolidate all work year/duty days into one section. The remaining sections will be appropriately renumbered in chronological order.

TOP

AGREEMENT BETWEEN
ENTERPRISE ELEMENTARY SCHOOL DISTRICT AND ENTERPRISE ELEMENTARY TEACHERS' ASSOCIATION
OCTOBER 1, 2026

Article 6: Insurance

Section 1. Medical, Dental, and Vision Insurance

1.1 Medical, dental, and vision coverage purchased through the Central Valley Trust. Changing a benefit provider would require mutual agreement with the district.

1.2 Effective October 1, ~~2025~~ 2026, the District's maximum contribution for health and welfare benefits: medical, dental, vision and life insurance coverage shall be ~~$13,400~~ $13,800. Effective, October 1, ~~2026~~ 2027, the District's maximum contribution for health and welfare benefits: medical, dental, vision and life insurance shall be ~~$13,800~~ $14,900.

If enrolled in a HDHP plan, the district will contribute the difference between the employee cost and the district cap to a District Sponsored Health Savings Account on the employee's behalf.

Article 13: Class Size

1.10 Effective July 1, 2026, an annual stipend of $1,700 will be provided to teachers who are assigned 4th and/or 5th grade (excluding PE and Elective) and who serve in the classroom with 4th and/or 5th grade students for 65% or more of the school year. The stipend shall be paid at the end of the school year. In years the district provides a daily "special" (PE, Fine Arts, or other instruction provided by a teacher), the stipend will no longer apply. This stipend shall not apply to PACE and RCA.

Current 1.10-1.11 will be renumbered

Retroactive payments will be calculated based on unit members' annual salary at distribution.

This agreement has been accepted by both parties and closes negotiations for the 2026/27 school year. This agreement is subject to ratification by the EETA Membership and approval of the Board.

For EESD:

For EETA:

TOP

ENTERPRISE ELEMENTARY SCHOOL DISTRICT

Appendix A: 2026-27 Certificated Salary Schedule

***4% increase over the 2025-2026 Salary Schedule**
Teacher
Effective July 1, 2026
(Annual/Daily Rates)

Certificated Salary Schedule 185 days

Step	Class I Credential,BA+30	Class II Credential,BA+45	Class III Credential,BA+60	Class IV Credential,BA+75
1	$63,035 / $340.73	$66,672 / $360.39	$70,309 / $380.05	**
2	$63,035 / $340.73	$66,672 / $360.39	$70,309 / $380.05	**
3	$66,672 / $360.39	$70,309 / $380.05	$73,946 / $399.71	**
4	$70,309 / $380.05	$73,946 / $399.71	$77,583 / $419.37	**
5	$73,946 / $399.71	$77,583 / $419.37	$81,220 / $439.03	**
6	$77,583 / $419.37	$81,220 / $439.03	$84,857 / $458.69	$88,494 / $478.35
7	$81,220 / $439.03	$84,857 / $458.69	$88,494 / $478.35	$92,131 / $498.01
8	$84,857 / $458.69	$88,494 / $478.35	$92,131 / $498.01	$95,768 / $517.66
9	$88,494 / $478.35	$92,131 / $498.01	$95,768 / $517.66	$99,405 / $537.32
10 (10-15 yrs.)	$92,131 / $498.01	$95,768 / $517.66	$99,405 / $537.32	$103,042 / $556.98
11 (16-20 yrs.)	$95,768 / $517.66	$99,405 / $537.32	$103,042 / $556.98	$111,257 / $601.39
12 (21-24 yrs)	$99,405 / $537.32	$103,042 / $556.98	$108,263 / $585.21	$114,894 / $621.05
13 (25-29 yrs)	$103,042 / $556.98	$106,679 / $576.64	$111,900 / $604.86	$118,531 / $640.71
14 (30-31 yrs)	$106,679 / $576.64	$110,316 / $596.30	$115,537 / $624.52	$122,168 / $660.37
15 (32+ yrs)	$110,316 / $596.30	$113,953 / $615.96	$119,174 / $644.18	$125,805 / $680.03
16 (32+ yrs w/Masters)	$113,953 / $615.96	$117,590 / $635.62	$122,811 / $663.84	$129,442 / $699.69

Longevity Class III $1,584, Class IV $4,578

Increment of: $3,637

An increment is equal to 1/10 of the difference between Class I, Step 2, and Class III, Step 10.

Certificated Salary Schedule (Psych, Nurse, Speech Path)

Step	Daily Rate	Speech Path (185 days)	Psych/ Nurse (199 days)
1	$458.65	$84,851	$91,272
2	$497.98	$92,126	$99,098
3	$537.29	$99,398	$106,920
4 (4-9 yrs.)	$601.34	$111,248	$119,667
5 (10-15 yrs.)	$621.01	$114,887	$123,581
6 (16-20 yrs.)	$640.65	$118,520	$127,489
7 (21-24 yrs.)	$660.32	$122,159	$131,403
8 (25+ yrs.)	$679.97	$125,794	$135,314
9 (30+ yrs)	$699.64	$129,433	$139,228

MASTERS DEGREE:

Holders of Masters degree will be placed one step ahead of their regular placement or if already at the bottom of the schedule, they will be advanced one additional increment.

ANNIVERSARY INCREMENTS:
Anniversary increments upon the completion of 15, 20, 24, 29 & 31 yrs computed by adding Enterprise and all experience credited when employed.

Each step shall constitute one full year of certificated experience. Step 1 shall apply to the first year of full-time experience. Step 2 shall apply to the second year of full-time experience, etc. A unit member may advance from one step to the next on the following July 1st.

One and one-half percent (1.5%) of the salary schedule represents compensation for staff development buy back days and is contingent on continued funding of this program by the State of California. In the event that the program is no longer funded, the schedule will be reduced by 1.5% and the work year shall be reduced by three days.

Board Approved:

TOP

ENTERPRISE ELEMENTARY SCHOOL DISTRICT

Appendix A: 2027-28 Certificated Salary Schedule

*4% increase over the-2025-2026 Salary Schedule

Teacher, Teacher on Assignment, SDC Teacher, RSP Teacher

Effective July 1, 2027

Certificated Salary Schedule 185 days (Annual/Daily Rates)

Step	Class I Credential,BA+30	Class II Credential,BA+45	Class III Credential,BA+60	Class IV Credential,BA+75
1	$63,035 / $340.73	$66,672 / $360.39	$70,309 / $380.05	**
2	$63,035 / $340.73	$66,672 / $360.39	$70,309 / $380.05	**
3	$66,672 / $360.39	$70,309 / $380.05	$73,946 / $399.71	**
4	$70,309 / $380.05	$73,946 / $399.71	$77,583 / $419.37	**
5	$73,946 / $399.71	$77,583 / $419.37	$81,220 / $439.03	**
6	$77,583 / $419.37	$81,220 / $439.03	$84,857 / $458.69	$88,494 / $478.35
7	$81,220 / $439.03	$84,857 / $458.69	$88,494 / $478.35	$92,130 / $498.00
8	$84,857 / $458.69	$88,494 / $478.35	$92,130 / $498.00	$95,767 / $517.66
9	$88,494 / $478.35	$92,130 / $498.00	$95,767 / $517.66	$99,404 / $537.32
10 (10-15 yrs.)	$92,130 / $498.00	$95,767 / $517.66	$99,404 / $537.32	$103,041 / $556.98
11 (16-20 yrs.)	$95,767 / $517.66	$99,404 / $537.32	$103,041 / $556.98	$111,256 / $601.38
12 (21-24 yrs)	$99,404 / $537.32	$103,041 / $556.98	$108,262 / $585.20	$114,893 / $621.04
13 (25-29 yrs)	$103,041 / $556.98	$106,678 / $576.64	$111,899 / $604.86	$118,530 / $640.70
14 (30-31 yrs)	$106,678 / $576.64	$110,315 / $596.30	$115,536 / $624.52	$122,167 / $660.36
15 (32+ yrs)	$110,315 / $596.30	$113,952 / $615.96	$119,173 / $644.18	$125,804 / $680.02
16	$113,952 / $615.96	$117,589 / $635.62	$122,809 / $663.83	$129,440 / $699.68

MASTERS DEGREE:

Holders of Masters degree will be placed one step ahead of their regular placement.

ANNIVERSARY STEPS:

Step advancement shall occur upon the completion of 15, 20, 24, 29 & 31 yrs computed by adding Enterprise and all experience credited when employed.

Each step shall constitute one full year of certificated experience. Step 1 shall apply to the first year of full-time experience. Step 2 shall apply to the second year of full-time experience, etc. A unit member may advance from one step to the next on the following July 1st.

One and one-half percent (1.5%) of the salary schedule represents compensation for staff development buy back days and is contingent on continued funding of this program by the State of California. In the event that the program is no longer funded, the schedule will be reduced by 1.5% and the work year shall be reduced by three days.

Board Approved:

TOP

ENTERPRISE ELEMENTARY SCHOOL DISTRICT

Appendix A: 2027-28 Certificated Salary Schedule

*4% increase over the-2025-2026 Salary Schedule

Site Literacy Teacher

Effective July 1, 2027

(Annual/Daily Rates)

Certificated Salary Schedule 190 days				
Step	Class I Credential,BA+30	Class II Credential,BA+45	Class III Credential,BA+60	Class IV Credential,BA+75
1	$64,739 / $340.73	$68,474 / $360.39	$72,210 / $380.05	**
2	$64,739 / $340.73	$68,474 / $360.39	$72,210 / $380.05	**
3	$68,474 / $360.39	$72,210 / $380.05	$75,945 / $399.71	**
4	$72,210 / $380.05	$75,945 / $399.71	$79,680 / $419.37	**
5	$75,945 / $399.71	$79,680 / $419.37	$83,416 / $439.03	**
6	$79,680 / $419.37	$83,416 / $439.03	$87,151 / $458.69	$90,887 / $478.35
7	$83,416 / $439.03	$87,151 / $458.69	$90,887 / $478.35	$94,620 / $498.00
8	$87,151 / $458.69	$90,887 / $478.35	$94,620 / $498.00	$98,355 / $517.66
9	$90,887 / $478.35	$94,620 / $498.00	$98,355 / $517.66	$102,091 / $537.32
10 (10-15 yrs.)	$94,620 / $498.00	$98,355 / $517.66	$102,091 / $537.32	$105,826 / $556.98
11 (16-20 yrs.)	$98,355 / $517.66	$102,091 / $537.32	$105,826 / $556.98	$114,262 / $601.38
12 (21-24 yrs)	$102,091 / $537.32	$105,826 / $556.98	$111,188 / $585.20	$117,998 / $621.04
13 (25-29 yrs)	$105,826 / $556.98	$109,562 / $576.64	$114,923 / $604.86	$121,733 / $640.70
14 (30-31 yrs)	$109,562 / $576.64	$113,297 / $596.30	$118,659 / $624.52	$125,468 / $660.36
15 (32+ yrs)	$113,297 / $596.30	$117,032 / $615.96	$122,394 / $644.18	$129,204 / $680.02
16 (32+ yrs w/Masters)	$117,032 / $615.96	$120,768 / $635.62	$126,128 / $663.83	$132,939 / $699.68

MASTERS DEGREE:

Holders of Masters degree will be placed one step ahead of their regular placement.

ANNIVERSARY STEPS:

Step advancement shall occur upon the completion of 15, 20, 24, 29 & 31 yrs computed by adding Enterprise and all experience credited when employed.

Each step shall constitute one full year of certificated experience. Step 1 shall apply to the first year of full-time experience. Step 2 shall apply to the second year of full-time experience, etc. A unit member may advance from one step to the next on the following July 1st.

One and one-half percent (1.5%) of the salary schedule represents compensation for staff development buy back days and is contingent on continued funding of this program by the State of California. In the event that the program is no longer funded, the schedule will be reduced by 1.5% and the work year shall be reduced by three days.

Board Approved:

TOP

ENTERPRISE ELEMENTARY SCHOOL DISTRICT

Appendix A: 2027-28 Certificated Salary Schedule

*4% increase over the-2025-2026 Salary Schedule

Instructional Coach

Effective July 1, 2027

(Annual/Daily Rates)

Certificated Salary Schedule 193 days				
Step	Class I Credential,BA+30	Class II Credential,BA+45	Class III Credential,BA+60	Class IV Credential,BA+75
1	$65,761 / $340.73	$69,555 / $360.39	$73,350 / $380.05	**
2	$65,761 / $340.73	$69,555 / $360.39	$73,350 / $380.05	**
3	$69,555 / $360.39	$73,350 / $380.05	$77,144 / $399.71	**
4	$73,350 / $380.05	$77,144 / $399.71	$80,938 / $419.37	**
5	$77,144 / $399.71	$80,938 / $419.37	$84,733 / $439.03	**
6	$80,938 / $419.37	$84,733 / $439.03	$88,527 / $458.69	$92,322 / $478.35 $0
7	$84,733 / $439.03	$88,527 / $458.69	$92,322 / $478.35	$96,114 / $498.00 $0
8	$88,527 / $458.69	$92,322 / $478.35	$96,114 / $498.00	$99,908 / $517.66 $0
9	$92,322 / $478.35	$96,114 / $498.00	$99,908 / $517.66	$103,703 / $537.32 $0
10 (10-15 yrs.)	$95,191 / $493.22	$98,949 / $512.69	$102,707 / $532.16	$107,497 / $556.98 $0
11 (16-20 yrs.)	$98,949 / $512.69	$102,707 / $532.16	$106,465 / $551.63	$116,066 / $601.38 $0
12 (21-24 yrs)	$102,707 / $532.16	$106,465 / $551.63	$111,859 / $579.58	$119,861 / $621.04 $0
13 (25-29 yrs)	$106,465 / $551.63	$110,222 / $571.10	$115,617 / $599.05	$123,655 / $640.70 $0
14 (30-31 yrs)	$110,222 / $571.10	$113,980 / $590.57	$119,374 / $618.52	$127,449 / $660.36 $0
15 (32+ yrs)	$113,980 / $590.57	$117,738 / $610.04 $0	$123,132 / $637.99	$131,244 / $680.02 $0
16 (32+ yrs w/Masters)	$117,738 / $610.04	$121,495 / $629.51	$126,890 / $657.46	$135,038 / $699.68

MASTERS DEGREE:

Holders of Masters degree will be placed one step ahead of their regular placement.

ANNIVERSARY STEPS:
Step advancement shall occur upon the completion of 15, 20, 24, 29 & 31 yrs computed by adding Enterprise and all experience credited when employed.

Each step shall constitute one full year of certificated experience. Step 1 shall apply to the first year of full-time experience. Step 2 shall apply to the second year of full-time experience, etc. A unit member may advance from one step to the next on the following July 1st.

One and one-half percent (1.5%) of the salary schedule represents compensation for staff development buy back days and is contingent on continued funding of this program by the State of California. In the event that the program is no longer funded, the schedule will be reduced by 1.5% and the work year shall be reduced by three days.

Board Approved:

TOP

ENTERPRISE ELEMENTARY SCHOOL DISTRICT

Appendix A: 2027-28 Certificated Salary Schedule

*4% increase over the-2025-2026 Salary Schedule

Academic Dean, Instructional Services Specialist

Effective July 1, 2027

(Annual/Daily Rates)

Certificated Salary Schedule 200 days

Step	Class I Credential,BA+30	Class II Credential,BA+45	Class III Credential,BA+60	Class IV Credential,BA+75
1	$68,146 / $340.73	$72,078 / $360.39	$76,010 / $380.05	**
2	$68,146 / $340.73	$72,078 / $360.39	$76,010 / $380.05	**
3	$72,078 / $360.39	$76,010 / $380.05	$79,942 / $399.71	**
4	$76,010 / $380.05	$79,942 / $399.71	$83,874 / $419.37	**
5	$79,942 / $399.71	$83,874 / $419.37	$87,806 / $439.03	**
6	$83,874 / $419.37	$87,806 / $439.03	$91,738 / $458.69	$95,670 / $478.35
7	$87,806 / $439.03	$91,738 / $458.69	$95,670 / $478.35	$99,600 / $498.00
8	$91,738 / $458.69	$95,670 / $478.35	$99,600 / $498.00	$103,532 / $517.66
9	$95,670 / $478.35	$99,600 / $498.00	$103,532 / $517.66	$107,464 / $537.32
10 **(10-15 yrs.)**	$99,600 / $498.00	$103,532 / $517.66	$107,464 / $537.32	$111,396 / $556.98
11 **(16-20 yrs.)**	$103,532 / $517.66	$107,464 / $537.32	$111,396 / $556.98	$120,276 / $601.38
12 **(21-24 yrs)**	$107,464 / $537.32	$111,396 / $556.98	$117,040 / $585.20	$124,208 / $621.04
13 **(25-29 yrs)**	$111,396 / $556.98	$115,328 / $576.64	$120,972 / $604.86	$128,140 / $640.70
14 **(30-31 yrs)**	$115,328 / $576.64	$119,260 / $596.30	$124,904 / $624.52	$132,072 / $660.36
15 **(32+ yrs)**	$119,260 / $596.30	$123,192 / $615.96	$128,836 / $644.18	$136,004 / $680.02
16 **(32+ yrs w/Masters)**	$123,192 / $615.96	$127,124 / $635.62	$132,766 / $663.83	$139,936 / $699.68

MASTERS DEGREE:

Holders of Masters degree will be placed one step ahead of their regular placement.

ANNIVERSARY STEPS:
Step advancement shall occur upon the completion of 15, 20, 24, 29 & 31 yrs computed by adding Enterprise and all experience credited when employed.

Each step shall constitute one full year of certificated experience. Step 1 shall apply to the first year of full-time experience. Step 2 shall apply to the second year of full-time experience, etc. A unit member may advance from one step to the next on the following July 1st.

One and one-half percent (1.5%) of the salary schedule represents compensation for staff development buy back days and is contingent on continued funding of this program by the State of California. In the event that the program is no longer funded, the schedule will be reduced by 1.5% and the work year shall be reduced by three days.

Board Approved:

TOP

ENTERPRISE ELEMENTARY SCHOOL DISTRICT

Appendix A: 2027-28 Certificated Salary Schedule

*4% increase over the-2025-2026 Salary Schedule

Nurse, Psychologist, Speech Pathologist

Effective July 1, 2027

(Annual/Daily Rates)

Step	Speech Path (185 Days)	Psych/Nurse (199 Days)
1	$84,851 / $458.66	$91,272 / $458.66
2	$92,127 / $497.98	$99,098 / $497.98
3	$99,398 / $537.29	$106,920 / $537.29
4 (4-9 yrs.)	$111,248 / $601.34	$119,667 / $601.34
5 (10-15 yrs.)	$114,887 / $621.01	$123,581 / $621.01
6 (16-20 yrs.)	$118,520 / $640.65	$127,489 / $640.65
7 (21-24 yrs.)	$122,158 / $660.32	$131,403 / $660.32
8 (25+ yrs.)	$125,795 / $679.97	$135,314 / $679.97
9 (30+ yrs)	$129,433 / $699.64	$139,228 / $699.64

MASTERS DEGREE:

Holders of Masters degree will be placed one step ahead of their regular placement.

Each step shall constitute one full year of certificated experience. Step 1 shall apply to the first year of full-time experience. Step 2 shall apply to the second year of full-time experience, etc. A unit member may advance from one step to the next on the following July 1st.

One and one-half percent (1.5%) of the salary schedule represents compensation for staff development buy back days and is contingent on continued funding of this program by the State of California. In the event that the program is no longer funded, the schedule will be reduced by 1.5% and the work year shall be reduced by three days.

Board Approved:

TOP

ENTERPRISE ELEMENTARY SCHOOL DISTRICT

Appendix A: 2027-28 Certificated Salary Schedule

Lead Psychologist

Effective July 1, 2027

(Annual/Daily Rates)

Step	(203 Days)
1	$94,969 / $467.83
2	$103,112 / $507.94
3	$111,250 / $548.03
4 (4-9 yrs.)	$124,514 / $613.37
5 (10-15 yrs.)	$128,586 / $633.43
6 (16-20 yrs.)	$132,652 / $653.46
7 (21-24 yrs.)	$136,725 / $673.52
8 (25+ yrs.)	$140,795 / $693.57
9 (30+ yrs)	$144,867 / $713.63

MASTERS DEGREE:

Holders of Masters degree will be placed one step ahead of their regular placement.

Each step shall constitute one full year of certificated experience. Step 1 shall apply to the first year of full-time experience. Step 2 shall apply to the second year of full-time experience, etc. A unit member may advance from one step to the next on the following July 1st.

One and one-half percent (1.5%) of the salary schedule represents compensation for staff development buy back days and is contingent on continued funding of this program by the State of California. In the event that the program is no longer funded, the schedule will be reduced by 1.5% and the work year shall be reduced by three days.

Board Approved:

PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT

(AB-1200, GOVERNMENT CODE SECTION 3547.5)

School District: Enterprise Elementary School District

Name of Bargaining Unit:	EETA and CSEA
What are the effective dates of the proposed agreement?	July 1, 2026
Date of Public Meeting:	November 4, 2026
Disclosure prepared by:	Deborah Williams

Send to Shasta County Office of Education ten (10) days prior to Board approval.

A. Proposed Change in Salary

Indicate the percentage salary change over the prior year salary schedule for the current and two subsequent fiscal years. Are the costs on-going or one-time?

Year of Proposed Agreement	26/27	27/28	28/29
Percentage Salary Change	4.00%/4.00% 1X	0.00%	0.00%
On-going or one time cost?	Both		

B. Cost of agreement

Indicate the costs of salary and benefit increases that would be incurred under the agreement for the current and two subsequent fiscal years.

Year	26/27	27/28	28/29
Salary	$ 2,620,000	$ 1,810,000	$ 1,880,000
Benefits	1,080,000	750,000	780,000
Total Cost	**$ 3,700,000**	**$ 2,560,000**	**$ 2,660,000**

C. Source of funding

Indicate the source of funding for the proposed agreement. If Staff reductions would be required, this should be stated. Please use additional pages as necessary.

LCFF Base Grant + carryover fund balance

D. Major provisions

List the major provisions and each of the other costs of the agreement for the current and two subsequent fiscal years. Please use additional pages as necessary.

4% on-going and 4% one-time. $1,100 increase to Health and Welfare cap effective Oct 1, 2027 for both CSEA and EETA. Restructured salary schedule for 2027/28 for CSEA.

E. Impact of proposed agreement on District reserves

State Recommended Minimum Reserve Level (after implementation of Proposed agreement)

District UNRESTRICTED Reserves sufficient to meet the minimum recommended level AFTER IMPLEMENTATION OF PROPOSED AGREEMENT for the current and two subsequent fiscal years.

AB1200 MYP 26.27.xlsx

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GENERAL FUND RESERVES

YEAR	26/27	27/28	28/29
Designated for Economic Uncertainities (Object code 9789)	2,000,000	2,000,000	2,000,000
Board-Designated Reserves (Object code 9780)	19,056,861	15,740,282	12,514,404
TOTAL RESERVES:	**21,056,861**	**17,740,282**	**14,514,404**

NOTE: Reserve amounts taken from most previously created MYP. It does not reflect additional cuts that are in the process of being worked out and decided on.

If the funding source is the ending balance; the ending balance should be reduced each year by the cost of this agreement.

CERTIFICATION

To be signed by the District Superintendent and Chief Business Official when submitted for Public Disclosure before formal action by the Governing Board on the proposed agreement.

The Superintendent and Chief Business Official verify that the costs incurred by the District can be met during the complete term of the agreement.

Matt Grubb — 10-20-20

District Superintendent (Signature) — Date

Deborah Williams — 16 Oct 2026

District Chief Business Official (Signature) — Date

CERTIFICATION

To be signed by the District Superintendent when submitted for Public Disclosure and by the Board President after formal action by the Governing Board on the proposed agreement.

The information provided in this document summarized the financial implications of the proposed agreement and is submitted for public disclosure in accordance with the requirement of AB1200 and GC3547.5

District Superintendent (Signature) — Date

After public disclosure of the major provisions contained in the Summary, the Governing Board, at its meeting on November 4, 2026, took action to approve the proposed agreement with the EETA bargaining unit.

President, Governing Board (Signature) — Date

Enterprise Elementary School District
Multi - Year Projection
2026-27 Proposed Budget with Adjustments

	Unrestricted			Restricted			
	Revenues	Expenditures	Net	Revenues	Expenditures	Net	Total
2026-27 Proposed Budget - As of August updates	46,285,178	46,797,344	(512,166)	26,325,225	24,734,847	1,590,378	1,078,212
CSEA and EETA negotiated agreement, on going expenditures		***1,400,000***	***(1,400,000)***		***450,000***	***(450,000)***	***(1,850,000)***
CSEA and EETA negotiated agreement, one time expenditures		***1,400,000***	***(1,400,000)***		***450,000***	***(450,000)***	***(1,850,000)***
2026-27 Budget	46,285,178	49,597,344	(3,312,166)	26,325,225	25,634,847	690,378	(2,621,788)
2027-28 Projected Budget Changes							
Revenue Changes:							
COLA % 3.06%	1,268,678		1,268,678				1,268,678
Contribution from Unrestricted to Restricted			-	-		-	-
Other revenue changes	-		-	(88,000)		(88,000)	(88,000)
Expenditure Changes:							
Reverse one time revenue included in Proposed Budget				**(3,217,185)**		**(3,217,185)**	**(3,217,185)**
Reverse one time negotiated increase net with Health & Welfare increase and 2027/28 CSEA restructure		**(866,000)**	**866,000**		**(274,000)**	**274,000**	**1,140,000**
Estimated step & column increase		448,000	(448,000)		176,000	(176,000)	(624,000)
Increase in operating expenses (ie fuel,supplies, insurance)		150,000	(150,000)		50,000	(50,000)	(200,000)
Other expenditure changes		(775,716)	775,716		(250,000)	250,000	1,025,716
Total Changes	1,268,678	(1,043,716)	2,312,394	(3,305,185)	(298,000)	(3,007,185)	(694,791)
2027-28 Projected Budget	47,553,856	48,553,628	(999,772)	23,020,040	25,336,847	(2,316,807)	(3,316,579)
2027-28 Carryover Budget	47,553,856	48,553,628	(999,772)	23,020,040	25,336,847	(2,316,807)	(3,316,579)
2028-29 Projected Budget Changes							
Revenue Changes:							
COLA % 3.34%	1,508,641		1,508,641				1,508,641
Other revenue changes			-			-	-
Expenditure Changes:							
Increase in Health & Welfare		**76,000**	**(76,000)**		**24,000**	**(24,000)**	**(100,000)**
Estimated step & column increase		448,000	(448,000)		176,000	(176,000)	(624,000)
Increase in operating expenses (ie fuel,supplies, insurance)		150,000	(150,000)		50,000	(50,000)	(200,000)
Other expenditure changes		204,940	(204,940)		289,000	(289,000)	(493,940)
Total Changes	1,508,641	878,940	629,701	-	539,000	(539,000)	90,701
2028-29 Projected Budget	49,062,497	49,432,568	(370,071)	23,020,040	25,875,847	(2,855,807.0)	(3,225,878)

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9.2.7 APPROVE CSEA TENTATIVE AGREEMENT AND SALARY SCHEDULES

The following CSEA tentative agreement and salary schedules are presented for Board approval.

PROPOSED ACTION: Approval.

MOTION MADE BY:_____
SECONDED BY:_____

TENTATIVE AGREEMENT

BETWEEN

THE ENTERPRISE ELEMENTARY SCHOOL DISTRICT

("DISTRICT")

AND THE

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

and its ENTERPRISE ELEMENTARY CHAPTER NO. 384

("CSEA")

regarding

2026-2027 REOPENER NEGOTIATIONS

October 22, 2026

This Tentative Agreement ("Agreement") is made and entered into by and between the Enterprise Elementary School District ("District") and the California School Employees Association and its Enterprise Elementary Chapter No. 384 ("CSEA"), collectively referred to as the ("Parties"). The Parties have met and negotiated and agreed to the following regarding 2026-2027 reopener negotiations.

1. The Parties agree to the following compensation increase retroactive to July 1, 2026: 4% On-going (applied to the 2025/26 salary schedule as attached), 4% One-time base salary (off the salary schedule) to be paid within 60 days of ratification and Board approval. This makes a total compensation increase 8%.
2. Salary Schedules (Attached as Appendix A):
    a. The 2026/27 salary schedule (4% applied to the 2025/26 Salary Schedule) effective July 1, 2026.
    b. The 2027/28 restructured salary schedule effective July 1, 2027, decreases the salary schedule from 15 to 11 steps. In restructuring the salary schedules each step has been ensured to have an increase to eliminate stagnant steps.
3. In order to qualify for any retro-active payment, the unit member must be in active paid status when the CSEA agreement is board approved and the date payment is to be distributed.

4. Special Education Aide, Special Education Personal Health Aide and Preschool Special Education Aide will be reclassified from Range C to Range D effective July 1, 2026.

5. The Parties agree to the following language changes as detailed in this agreement:

Article 9. Wages and Allowances

9.13 Longevity

Unit members that have completed 19 years of service shall receive an annual stipend of $500 beginning their 20th year of service effective their July 1 anniversary date pursuant to Article 9.12. The stipend shall be split ~~be paid annually in the unit members June paycheck. Unit member must be in active paid status in June to receive the stipend.~~ equally amongst the unit members regular paychecks.

9.20 Shift Differential

The following unit members shall have a 4.5% shift differential applied to their hourly rate of pay:

- Custodians with a shift start time of 12:00 pm or later that qualifies for a meal period as defined in Article 7.4
- Special Education/SEPHA Aides assigned to a Moderate/Severe classroom.
- Preschool Aides with 12.0 or more ECE (Early Childhood Education) units.
- Student Services Clerk assigned to a general education site serving junior high students (K-8 and 6-8) with increased attendance responsibilities.
- School Secretary assigned to a general education site serving junior high students (K-8 or 6-8) with higher ASB volume responsibilities.
- Food Services Department employees through June 30, 2031. Food Services will automatically sunset from this article on June 30, 2031, without any additional required negotiations. Extension may be negotiated prior to June 30, 2031.

Unit members with a regular duty schedule that encompasses a work day on the weekend will receive a 4.5% shift differential applied to their hourly rate of pay. Article 7.7.1, shall not apply to unit members with a regular duty schedule that encompasses a work day on the weekend.

Article 10. Health and Welfare Benefits

10.3 Medical, Dental, Life and Vision Insurance

10.3.1 Medical, dental, and vision coverage shall be purchased on a composite rate structure.

10.3.2 Effective October 1, ~~2025~~ 2026, Medical, dental, life, and vision insurance cap will be ~~$13,400~~ $13,800, for employees working 8.0 hours. Effective, October 1, ~~2026~~ 2027, Medical, dental, life, and vision insurance cap will be ~~$13,800~~ $14,900.

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Article 11. Holidays

11.1 Scheduled Holidays

11.1.1 The District agrees to provide all employees in the bargaining unit with the following paid holidays, except as otherwise provided they were in a paid status during any portion of the working day of their normal assignment immediately preceding or succeeding the holiday period:

Labor Day	New Year's Day
Veteran's Day	Martin Luther King Day
Thanksgiving Day	Lincoln's Day
Day after Thanksgiving Day	Washington's Day
Admission Day	Good Friday (to be taken during Spring Break)*
Christmas Eve day	Memorial Day
Christmas Day	Juneteenth*
	Fourth of July*

*12-month or qualifying 11-month unit members depending on duty days.

~~The District agrees to provide all 12-month employees the following additional paid holidays:~~

- ~~Good Friday (to be taken during Spring Break)~~
- ~~July 4th~~

Holidays shall be observed in accordance with the board approved calendar.

11.1.2 Floating Holidays

All unit members will receive a floating holiday in lieu of ~~Cesar Chavez Day~~ Farmworker Day (upon repeal of Cesar Chavez Day). This floating holiday shall be taken, with mutual agreement of the employee and supervisor.

Floating holidays will be taken during regularly scheduled workdays. The District agrees to provide a substitute, when supervisor determines necessary, for a floating holiday taken while school is in session.

The District agrees to provide all 12-month employees with an additional floating holiday (to be taken when school is NOT in session). 12-month employees will take both of their floating holidays during non-student workdays.

Floating holidays cannot be carried beyond June 30 of the current school year.

The Parties agree that this completes negotiations for the 2026/27 school year. This tentative agreement is subject to ratification by the CSEA bargaining unit and approval of the District Board of Trustees. This agreement shall be effective upon ratification by both Parties.

The Parties' bargaining team members acknowledge that by their signatures below they are entering into a good faith commitment to secure approval of this agreement.

Date: October 22, 2026

Enterprise Elementary School District

Deborah Williams 10/22/2026
526F663BE76E54B55477446BA6909779 readysign
Deborah Williams, CBO

Meagan Hawley-Stone 10/22/2026
A73F1827CE7D2561617F3286D3484A8A readysign
Meagan Hawley-Stone, Director of HR

Tina Croes 10/22/2026
0ECE8AEC22757E604E0DE002F2809786 readysign
Tina Croes, Director of Student Services

California School Employees Association

Mike Johnson 10/22/2026
188660D72580FCF9945CEA8017A84B6 readysign
Mike Johnson, Chapter President #384

Erin Silva 10/22/2026
1E70242470135D89A46645F142B4CE6A readysign
Erin Silva, Erin Silva, Vice President #384

Kara Richardson 10/22/2026
D106420C16B4B453243BE2E1017EAA4A readysign
Kara Richardson, CSEA Labor Relations Rep

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Appendix A

ENTERPRISE ELEMENTARY SCHOOL DISTRICT
2026-2027
Classified Hourly Wage Schedule
4% increase over the 2025/2026 Salary Schedule Effective July 1, 2026

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
B	$ 19.28	$ 19.50	$ 19.70	$ 20.25	$ 20.86	$ 20.86	$ 20.86	$ 20.86	$ 20.86	$ 22.17	$ 22.17	$ 22.17	$ 22.17	$ 22.17	$ 23.2
C	$ 19.58	$ 20.25	$ 20.96	$ 21.73	$ 22.56	$ 22.56	$ 22.56	$ 22.56	$ 22.56	$ 24.43	$ 24.43	$ 24.43	$ 24.43	$ 24.43	$ 25.6
D	$ 20.42	$ 21.19	$ 22.17	$ 23.40	$ 24.83	$ 24.83	$ 24.83	$ 24.83	$ 24.83	$ 26.81	$ 26.81	$ 26.81	$ 26.81	$ 26.81	$ 28.1
E	$ 21.24	$ 22.35	$ 23.83	$ 25.71	$ 27.97	$ 27.97	$ 27.97	$ 27.97	$ 27.97	$ 29.84	$ 29.84	$ 29.84	$ 29.84	$ 29.84	$ 31.3
F	$ 22.35	$ 23.73	$ 25.66	$ 28.14	$ 31.17	$ 31.17	$ 31.17	$ 31.17	$ 31.17	$ 32.94	$ 32.94	$ 32.94	$ 32.94	$ 32.94	$ 34.5
G	$ 23.73	$ 25.66	$ 28.08	$ 31.00	$ 34.43	$ 34.43	$ 34.43	$ 34.43	$ 34.43	$ 36.08	$ 36.08	$ 36.08	$ 36.08	$ 36.08	$ 37.89

RANGE B Aide CIA, Aide ELD, Aide ELE Family Service, Aide Even Start Reading, Aide Opportunity, Aide Preschool, Courier

RANGE C Aide Cafeteria, Aide Behavior Technician, Aide Technology Instructional, Clerk I, Cook, Even Start Project Technician, General District Assistant, Library Clerk

RANGE D Aide Special Education, Aide Special Education Personal Health, Aide Special Education Preschool, Attendance Clerk Clerk II, Clerk II Special Services, Custodian, Expand Group Leader, Family Health Services Asst., Campus Safety,Health Clerk, Lead Cook, Library Specialist, Food Service Delivery Driver, Project Intervention Asst., Secretarial Asst., Technology Instructional Asst.

RANGE E Cafeteria Manager, Clerk II Food Services, Custodian with Maintenance, EL Family Service Coord., Family Advocate, Head Custodian, Project Specialist, Student Services Clerk, Technician,

RANGE F Bus Driver, Central Kitchen Manager, Expand Site Facilitator, Grounds, Head Custodian w/ Maintenance, Head Custodian w/ Supervisory, Program Assistant, Secretary, Technology Support Assistant

RANGE G Computer Support Scripting Specialist, Computer Support Technician, Lead Grounds, Food Services Support Assistant, LVN, Lead Bus Driver, Maintenance, Preschool Teacher/Site Supervisor, Wiring Technician

Longevity Stipend
20 Years of Service $500 paid annually in June

Board Approved:

TOP

ENTERPRISE ELEMENTARY SCHOOL DISTRICT
2027-2028
Classified Hourly Wage Schedule
4% increase over the 2025/2026 and Restructured Salary Schedule Effective July 1, 2027

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
B	$ 19.70	$ 20.09	$ 20.50	$ 20.91	$ 21.32	$ 21.75	$ 22.19	$ 22.63	$ 23.08	$ 23.54	$ 23.78
C	$ 20.50	$ 20.91	$ 21.41	$ 22.01	$ 22.71	$ 23.35	$ 23.91	$ 24.39	$ 24.78	$ 25.27	$ 25.90
D	$ 21.41	$ 22.05	$ 22.93	$ 24.08	$ 25.28	$ 26.29	$ 27.08	$ 27.62	$ 27.90	$ 28.29	$ 28.86
E	$ 22.05	$ 22.93	$ 24.31	$ 26.25	$ 28.35	$ 29.49	$ 30.08	$ 30.38	$ 30.68	$ 30.99	$ 31.76
F	$ 22.93	$ 24.31	$ 26.25	$ 28.88	$ 31.77	$ 32.40	$ 33.05	$ 33.38	$ 33.71	$ 34.05	$ 34.90
G	$ 24.31	$ 26.25	$ 28.35	$ 31.19	$ 34.93	$ 35.63	$ 36.34	$ 37.07	$ 37.81	$ 38.57	$ 39.34

RANGE B Aide CIA, Aide ELD, Aide ELE Family Service, Aide Even Start Reading, Aide Opportunity, Aide Preschool, Courier

RANGE C Aide Cafeteria, Aide Behavior Technician, Aide Technology Instructional, Clerk I, Cook, Even Start Project Technician, General District Assistant, Library Clerk

RANGE D Aide Special Education, Aide Special Education Personal Health, Aide Special Education Preschool, Attendance Clerk Clerk II, Clerk II Special Services, Custodian, Expand Group Leader, Family Health Services Asst., Campus Safety,Health Clerk, Lead Cook, Library Specialist, Food Service Delivery Driver, Project Intervention Asst., Secretarial Asst., Technology Instructional Asst.

RANGE E Cafeteria Manager, Clerk II Food Services, Custodian with Maintenance, EL Family Service Coord., Family Advocate, Head Custodian, Project Specialist, Student Services Clerk, Technician,

RANGE F Bus Driver, Central Kitchen Manager, Expand Site Facilitator, Grounds, Head Custodian w/ Maintenance, Head Custodian w/ Supervisory, Program Assistant, Secretary, Technology Support Assistant

RANGE G Computer Support Scripting Specialist, Computer Support Technician, Lead Grounds, Food Services Support Assistant, LVN, Lead Bus Driver, Maintenance, Preschool Teacher/Site Supervisor, Wiring Technician

Longevity Stipend
20 Years of Service $500 paid annually in June

Board Approved:

TOP

9.2.8 APPROVE CONFIDENTIAL, CLASSIFIED MANAGEMENT, SENIOR MANAGEMENT, NON-REPRESENTED SALARIED MANAGEMENT, AND ADMINISTRATOR COMPENSATION INCREASE AND SALARY SCHEDULES

The following compensation increase and salary schedules for the various groups are presented for Board approval.

PROPOSED ACTION: Approval.

MOTION MADE BY:_____
SECONDED BY:_____

Confidential, Classified Management, Senior Management, Non-Represented Salaried Management, and Administrator Salary Compensation Increase
2026/27

A compensation increase retroactive to 7/01/2026:

Compensation:

On-going (on the salary schedule)	**4.00%**
One-time (off the salary schedule)	**4.00%**
Total Compensation Increase	**8.00%**

Increase in Health and Welfare Benefits Contribution of 8% effective 10/01/2027.

Employees are considered eligible for retro-active and one-time salary payments if they have not submitted a resignation, and are in active paid status when the agreement is board approved, as well as on the date payment is to be distributed.

Attached Salary Schedules for approval:

- Confidential 2026/27
- Confidential restructured salary schedule 2027/28
- Classified Management 2026/27
- Administrator 2026/27
- Administrator 2027/28
- Non-Represented Salaried Management 2026/27

Enterprise Elementary School District
Confidential
2026-2027 Salary Schedule
4% Increase over the 2025/2026 Salary Schedule Effective July 1, 2026

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
B.	$17.40	$19.13	$21.04	$23.16	$24.42	$24.42	$24.42	$24.42	$24.42	$27.27
C. HR Clerk	$21.24	$22.35	$23.83	$25.71	$27.97	$27.97	$27.97	$27.97	$27.97	$30.40
D.	$22.68	$24.17	$26.20	$28.79	$31.94	$31.94	$31.94	$31.94	$31.94	$33.90
E. Business Srvc Clerk Tech Specialist	$24.50	$26.53	$29.07	$32.10	$35.41	$35.41	$35.41	$35.41	$35.41	$37.81
F. Admin. Assistant + Payroll Specialist + Benefit Specialist Data Analyst Financial Technician	$26.45	$29.07	$32.00	$35.20	$38.56	$38.56	$38.56	$38.56	$38.56	$41.43
G. Lead District Tech Specialist M&O Coordinator HR Analyst Executive Assistant	$28.88	$31.74	$34.92	$38.40	$42.07	$42.07	$42.07	$42.07	$42.07	$45.22
H. Accountant	$30.68	$33.77	$37.12	$40.83	$44.73	$44.73	$44.73	$44.73	$44.73	$48.11

PROFESSIONAL GROWTH ANNUAL STIPENDS

15 Units:	$400	30 Units:	$800
45 Units:	$1,200	60 Units/and or AA Degree:	$1,600
75 Units:	$2,000	90 Units:	$2,400
105 Units:	$2,800	BA Degree:	$4,000
135 Units:	$3,600	Masters Degree/CPA/MFT/SW License:	$5,000

Longevity Stipend
15 Years of Service shall receive $500 annually paid in June

+ Assigned to supervision duties shall receive differential pay of 10% of base salary.
These duties shall be evaluated and assigned annually.

Board Approved:

Enterprise Elementary School District
Confidential
2027-2028 Salary Schedule
4% Increase over the 2025/2026 and Restructured Salary Schedule Effective July 1, 2027

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
B.	$17.40	$19.05	$20.70	$22.35	$24.00	$25.65	$27.30
C. HR Clerk	$21.24	$22.77	$24.30	$25.83	$27.36	$28.89	$30.42
D.	$22.68	$24.55	$26.42	$28.29	$30.16	$32.03	$33.90
E. Business Srvc Clerk Tech Specialist	$25.00	$27.16	$29.32	$31.48	$33.64	$35.80	$37.96
F. Admin. Assistant + Payroll Specialist Benefit Specialist Data Analyst Financial Technician	$26.45	$28.95	$31.45	$33.95	$36.45	$38.95	$41.45
G. Lead District Tech Specialist M&O Coordinator HR Analyst Executive Assistant	$28.88	$31.61	$34.34	$37.07	$39.80	$42.53	$45.26
H. Accountant	$30.68	$33.86	$37.04	$40.22	$43.40	$46.58	$49.76

PROFESSIONAL GROWTH ANNUAL STIPENDS

15 Units:	$400	30 Units:	$800
45 Units:	$1,200	60 Units/and or AA Degree:	$1,600
75 Units:	$2,000	90 Units:	$2,400
105 Units:	$2,800	BA Degree:	$4,000
135 Units:	$3,600	Masters Degree/CPA/MFT/SW License:	$5,000

Longevity Stipend
15 Years of Service shall receive $500 annually paid in June

+ Assigned to supervision duties shall receive differential pay of 10% of base salary.
These duties shall be evaluated and assigned annually.

Board Approved:

ENTERPRISE ELEMENTARY SCHOOL DISTRICT
2026-2027
CLASSIFIED MANAGER SALARY
SCHEDULE
4% Increase over the 2025/2026 Salary Schedule Effective July 1, 2026

Range		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
RANGE A	HOURLY	$24.51	$26.95	$29.64	$32.61	$35.87	$35.87	$35.87	$35.87	$35.87	$38.03
RANGE B Program Coordinator	HOURLY	$25.75	$28.33	$31.17	$34.30	$37.74	$37.74	$37.74	$37.74	$37.74	$39.99
RANGE C HR Mngr	HOURLY	$31.62	$34.78	$38.25	$42.10	$46.33	$46.33	$46.33	$46.33	$46.33	$48.62
RANGE D	ANNUAL										
Supervisor of Transportation - 214 Days		$73,344	$78,414	$83,486	$88,555	$93,582	$93,582	$93,582	$93,582	$93,582	$97,378
Director of Transportation - 261 Days		$89,452	$95,636	$101,822	$108,004	$114,135	$114,135	$114,135	$114,135	$114,135	$118,765
RANGE E Communications Coordinator Technology Support Manager	ANNUAL	$76,752	$82,056	$87,364	$92,665	$97,930	$97,930	$97,930	$97,930	$97,930	$101,715
RANGE F Counselor	ANNUAL	$75,213	$80,360	$85,490	$90,598	$95,645	$95,645	$95,645	$95,645	$95,645	$99,323
RANGE G Director of Facilities Acct Mngr; FS Director	ANNUAL	$103,830	$109,814	$115,757	$121,516	$127,244	$127,244	$127,244	$127,244	$127,244	$130,970
RANGE G-1 Occupational Therapist	ANNUAL	$104,324	$110,625	$117,034	$123,427	$129,243	$129,243	$129,243	$129,243	$129,243	$132,839
RANGE H Assistant Dir of Business Services	ANNUAL	$109,077	$115,123	$120,904	$126,372	$131,447	$131,447	$131,447	$131,447	$131,447	$134,902
RANGE I Director of Fiscal Services	ANNUAL	$117,025	$122,347	$127,302	$131,708	$135,753	$135,753	$135,753	$135,753	$135,753	$139,012

PROFESSIONAL GROWTH ANNUAL STIPENDS

15	Units:	$400	30	Units:	$800
45	Units:	$1,200	60	Units:	$1,600
75	Units:	$2,000	90	Units:	$2,400
105	Units:	$2,800	BA Degree:		$4,000
135	Units:	$3,600	Masters Degree/CPA/MFT/SW License:		$5,000

Longevity Stipend
15 Years of Service Shall Receive $500 paid annually in June

Board Approved:

Agenda for November 4, 2026 Regular Board Meeting

ENTERPRISE ELEMENTARY SCHOOL DISTRICT
ADMINISTRATIVE SALARY SCHEDULE
2026/2027

***4% increase over the 2025-2026 Salary Schedule**

Effective July 1, 2026

			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Range A									
Middle School Principal, Dir of Sp Ed			$131,043	$138,311	$145,578	$152,846	$160,115	$164,913	$169,711
Director of Instructional Srvcs.									
Days	215	*Daily Rate*	$609.50	$643.31	$677.11	$710.91	$744.72	$767.04	$789.35
Range B-1									
K-8 Principal			$122,850	$129,778	$136,706	$143,633	$150,562	$155,134	$159,706
Days	215	*Daily Rate*	$571.40	$603.62	$635.84	$668.06	$700.29	$721.55	$742.82
Range B-2									
Charter School Principal			$119,618	$126,719	$133,817	$140,918	$148,017	$152,705	$157,392
Days	215	*Daily Rate*	$556.36	$589.39	$622.40	$655.43	$688.45	$710.26	$732.06
Range C									
K-5 Principal, Assoc. Principal			$114,657	$121,246	$127,834	$134,421	$141,007	$145,354	$149,700
Days	210	*Daily Rate*	$545.99	$577.36	$608.73	$640.10	$671.46	$692.16	$712.86
Range D									
Coordinator			$108,458	$114,203	$119,956	$125,706	$131,453	$135,247	$139,039
Days	210	*Daily Rate*	$516.47	$543.82	$571.22	$598.60	$625.97	$644.03	$662.09
Range E									
Asst. Principal -210			$105,670	$111,566	$117,461	$123,358	$129,254	$133,147	$137,039
Days	210	*Daily Rate*	$503.19	$531.27	$559.34	$587.42	$615.50	$634.03	$652.57
Range F									
Project Director			$90,267	$95,528	$100,791	$106,056	$111,315		
Days	207	*Daily Rate*	$436.07	$461.49	$486.91	$512.35	$537.75		
Range G									
Intern			$97,302	$102,827					
Days	205	*Daily Rate*	$474.64	$501.60					

Placement on the Administrative salary schedule will be based on experience and determined by the Superintendent. Administrators within the EESD who receive a promotion within the District will receive a salary increase of at least one salary increment beyond where they would have been placed in their former position.

MASTERS/DOCTORATE DEGREE:

Masters Degree	$5,000
Masters & Doctorate	$7,000

Longevity-effective July 1, 2013

Those who have served 9 years adminstrative duties in the EESD shall have their annual salary increased by $4,800.

1% of salary amount is for ELOP Coordination

The District will match any employee 403B contribution, up to 2.25% of base salary upon completion of one year of service.

K-5 Site with 500 or more enrollment, without an additional administrative support, will receive stipend of $5,000.

Board Approved:

TOP

ENTERPRISE ELEMENTARY SCHOOL DISTRICT
ADMINISTRATIVE SALARY SCHEDULE
2027/2028

***4% increase over the 2025-2026 Salary Schedule**

Effective July 1, 2026

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Range A								
Middle School Principal, Dir of Sp Ed		$131,043	$138,311	$145,578	$152,846	$160,115	$164,913	$169,711
Director of Instructional Srvcs.								
Days 215	*Daily Rate*	$609.50	$643.31	$677.11	$710.91	$744.72	$767.04	$789.35
Range B-1								
K-8 Principal Days 215		$122,850	$129,778	$136,706	$143,633	$150,562	$155,134	$159,706
Director of Student Services Days 225		$128,565	$135,815	$143,064	$150,314	$157,565	$162,349	$167,135
	Daily Rate	$571.40	$603.62	$635.84	$668.06	$700.29	$721.55	$742.82
Range B-2								
Charter School Principal		$119,618	$126,719	$133,817	$140,918	$148,017	$152,705	$157,392
Days 215	*Daily Rate*	$556.36	$589.39	$622.40	$655.43	$688.45	$710.26	$732.06
Range C								
K-5 Principal, Assoc. Principal		$114,657	$121,246	$127,834	$134,421	$141,007	$145,354	$149,700
Days 210	*Daily Rate*	$545.99	$577.36	$608.73	$640.10	$671.46	$692.16	$712.86
Range D								
Coordinator		$108,458	$114,203	$119,956	$125,706	$131,453	$135,247	$139,039
Days 210	*Daily Rate*	$516.47	$543.82	$571.22	$598.60	$625.97	$644.03	$662.09
Range E								
Asst. Principal -210		$105,670	$111,566	$117,461	$123,358	$129,254	$133,147	$137,039
Days 210	*Daily Rate*	$503.19	$531.27	$559.34	$587.42	$615.50	$634.03	$652.57
Range F								
Project Director		$90,267	$95,528	$100,791	$106,056	$111,315		
Days 207	*Daily Rate*	$436.07	$461.49	$486.91	$512.35	$537.75		
Range G								
Intern		$97,302	$102,827					
Days 205	*Daily Rate*	$474.64	$501.60					

Placement on the Administrative salary schedule will be based on experience and determined by the Superintendent. Administrators within the EESD who receive a promotion within the District will receive a salary increase of at least one salary increment beyond where they would have been placed in their former position.

MASTERS/DOCTORATE DEGREE:

Masters Degree	$5,000
Masters & Doctorate	$7,000

Longevity-effective July 1, 2013

Those who have served 9 years adminstrative duties in the EESD shall have their annual salary increased by $4,800.

1% of salary amount is for ELOP Coordination

The District will match any employee 403B contribution, up to 2.25% of base salary upon completion of one year of service.

K-5 Site with 500 or more enrollment, without an additional administrative support, will receive stipend of $5,000.

Board Approved:

TOP

ENTERPRISE ELEMENTARY SCHOOL DISTRICT
2026/2027
NON-REPRESENTED SALARIED MANAGEMENT
Salary Schedule (261 Days)
*4% increase over the 2025-2026 Salary Schedule
Effective July 1, 2026

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Range A M & O Director	$106,004	$109,485	$112,967	$116,448	$119,930	$123,411	$126,890
Range B Asst. Director of Human Resources	$112,097	$117,703	$123,588	$129,767	$136,256	$143,069	$150,222
Range C Director of Technology	$121,664	$128,655	$135,646	$142,637	$149,627	$154,239	$158,851
Range D Director of Human Resources	$135,054	$141,807	$148,898	$156,343	$164,160	$172,368	$180,986
Range E Chief Business Official	$149,274	$157,630	$165,985	$174,340	$182,696	$191,051	$199,406
Range F	$157,776	$166,528	$175,280	$184,031	$192,783	$201,534	$210,286

DEGREE: Degree stipend shall only apply if not required by the job description

Bachelors Degree	$4,000
Masters Degree or CPA	$5,000
Masters Degree & Doctorate	$7,000

LONGEVITY:

Those who have served 9 years management duties in the EESD shall have their annual salary increased by $7,200

The District will match any employee 403B contribution, up to 2.25% of base salary

Board Approved:

TOP

9.2.9 ADOPT SCHOOL CALENDAR FOR 2027/2028

The proposed calendar for the 2027/2028 school year is presented for Board approval.

It is recommended that the proposed calendar be adopted.

PROPOSED ACTION: ADOPTION.

MOTION BY: _____
SECONDED BY: _____

ENTERPRISE ELEMENTARY SCHOOL DISTRICT

2027/2028 SCHOOL CALENDAR

JULY				
M	T	W	T	F
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

AUGUST (12)				
M	T	W	T	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			

SEPTEMBER (21)				
M	T	W	T	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	

OCTOBER (21)				
M	T	W	T	F
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

NOVEMBER (14)				
M	T	W	T	F
1	2	3	4	5
8	9	10	11	12
15	**16**	**17**	**18**	**19**
22	23	24	25	26
29	30			

DECEMBER (16)				
M	T	W	T	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	**22**	23	24
27	28	29	30	31

JANUARY (14)				
M	T	W	T	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

FEBRUARY (16)				
M	T	W	T	F
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29			

MARCH (23)				
M	T	W	T	F
		1	2	3
6	7	8	9	10
13	**14**	**15**	**16**	**17**
20	21	22	23	24
27	28	29	30	31

APRIL (15)				
M	T	W	T	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28

MAY (22)				
M	T	W	T	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30	31		

JUNE (6)				
M	T	W	T	F
			1	2
5	6	7	**8**	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

HOLIDAYS/RECESSES

Labor Day	09/06
Veterans Day	11/11
Thanksgiving Recess	11/22 - 11/26
Christmas Recess	12/23-1/10
Martin Luther King Day	01/17
February Recess	02/21 - 02/25
Presidents' Day	02/21
Lincoln's Day (Observed)	02/22
Spring Recess	04/10 - 04/14
Good Friday	04/14
Memorial Day	05/29
Juneteenth (Observed)	06/19

IMPORTANT DATES

Staff Work Day		Parent/Teacher Conferences	11/15 - 11/19
Instructional Days (180)		Parent/Teacher Conferences	03/13 - 03/17
Staff Development Days	◇	Trimester Dates	
Buy Back Day	△	11/05	1st
Minimum Days		03/03	2nd
Observed Holidays	○	06/08	3rd
Emergency Day Makeup	⬚		
Training Deadline	☆		

If Emergency Day is not needed, Buy Back Day will be moved to 06/09

Board Approved:

TOP

9.3.1 TRIP REQUEST

None at the time the agenda was printed.

Proposed Action: Approval.

MOTION MADE BY:_____
SECONDED BY:_____

9.3.2 ADOPT UPDATED INTERSESSION CALENDAR FOR 2026-27

The updated intersession calendar for the 2026-27 school year is presented for board approval.

It is recommended that the proposed calendar be adopted.

PROPOSED ACTION: ADOPT.

MOTION BY: _____
SECONDED BY: _____

ENTERPRISE ELEMENTARY SCHOOL DISTRICT

2026/2027 SCHOOL CALENDAR

JULY				
M	T	W	T	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

AUGUST (14)				
M	T	W	T	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

SEPTEMBER (21)					Min Days
M	T	W	T	F	
	1	2	3	4	
7	8	9	10	11	
14	15	16	17	18	
21	22	23	24	25	
28	29	30			6

OCTOBER (22)				
M	T	W	T	F
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

NOVEMBER (15)				
M	T	W	T	F
2	3	4	5	6
9	10	11	12	13
16	**17**	**18**	**19**	**20**
23	24	25	26	27
30				

DECEMBER (14)					
M	T	W	T	F	
	1	2	3	4	
7	8	9	10	11	
14	15	16	17	18	
21	22	23	24	25	
28	29	30	31		14

JANUARY (18)				
M	T	W	T	F
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

FEBRUARY (15)				
M	T	W	T	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26

MARCH (19)					
M	T	W	T	F	
1	2	3	4	5	
8	9	10	11	12	
15	**16**	**17**	**18**	**19**	
22	23	24	25	26	
29	30	31			13

APRIL (19)				
M	T	W	T	F
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

MAY (20)				
M	T	W	T	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

JUNE (3)					
M	T	W	T	F	
	1	2	**3**	4	
7	8	9	10	11	
14	15	16	17	18	
21	22	23	24	25	
28	29	30			8

HOLIDAYS/RECESSES

Labor Day	09/07
Veterans Day	11/11
Thanksgiving Recess	11/23 - 11/27
Christmas Recess	12/21-1/04
Martin Luther King Day	01/18
February Recess	02/15 - 02/19
Presidents' Day	02/15
Lincoln's Day (Observed)	02/16
Spring Recess	03/26 - 04/05
Good Friday	03/26
Memorial Day	05/31
Juneteenth (Observed)	06/18

IMPORTANT DATES

Staff Work Day

Instructional Days (180)

◇ Staff Development Days

△ Buy Back Day

Minimum Days

○ Observed Holidays

⬚ Emergency Day Makeup

☆ Training Deadline

Intersession Dates

Parent/Teacher Conferences	11/16 - 11/20
Parent/Teacher Conferences	03/15 - 03/29
Trimester Dates	
11/06	1st
03/05	2nd
06/03	3rd

ELOP Staff Development Days

If Emergency Day is not needed, Buy Back Day will be moved to 06/04

Board Approved: 12/17/25

TOP

9.3.3 ADOPT INTERSESSION CALENDAR FOR 2027-28

The intersession calendar for the 2027-28 school year is presented for board approval.

It is recommended that the proposed calendar be adopted.

PROPOSED ACTION: ADOPT.

MOTION BY: _____
SECONDED BY: _____

ENTERPRISE ELEMENTARY SCHOOL DISTRICT

2027/2028 SCHOOL CALENDAR

JULY					Min Days
M	T	W	T	F	
			1	2	
5	6	7	8	9	
12	13	14	15	16	
19	20	21	22	23	
27	28	29	30	31	

AUGUST (14)					
M	T	W	T	F	
2	3	4	5	6	
9	10	11	12	13	
16	17	18	19	20	
23	24	25	26	27	
30	31				

SEPTEMBER (21)					
M	T	W	T	F	
		1	2	3	
6	7	8	9	10	
13	14	15	16	17	
20	21	22	23	24	
27	28	29	30		6

OCTOBER (22)					
M	T	W	T	F	
				1	
4	5	6	7	8	
11	12	13	14	15	
18	19	20	21	22	
25	26	27	28	29	

NOVEMBER (15)					
M	T	W	T	F	
1	2	3	4	5	
8	9	10	11	12	
15	**16**	**17**	**18**	**19**	
22	23	24	25	26	
29	30				

DECEMBER (14)					
M	T	W	T	F	
		1	2	3	
6	7	8	9	10	
13	14	15	16	17	
20	21	22	23	24	
27	28	29	30	31	14

JANUARY (18)					
M	T	W	T	F	
3	4	5	6	7	
10	11	12	13	14	
17	18	19	20	21	
24	25	26	27	28	
31					

FEBRUARY (15)					
M	T	W	T	F	
	1	2	3	4	
7	8	9	10	11	
14	15	16	17	18	
21	22	23	24	25	
28	29				

MARCH (19)					
M	T	W	T	F	
		1	2	3	
6	7	8	9	10	
13	**14**	**15**	**16**	**17**	
20	21	22	23	24	
27	28	29	30	31	13

APRIL (19)					
M	T	W	T	F	
3	4	5	6	7	
10	11	12	13	14	
17	18	19	20	21	
24	25	26	27	28	

MAY (20)					
M	T	W	T	F	
1	2	3	4	5	
8	9	10	11	12	
15	16	17	18	19	
22	23	24	25	26	
29	30	31			

JUNE (3)					
M	T	W	T	F	
			1	2	
5	6	7	**8**	9	
12	13	14	15	16	
19	20	21	22	23	
26	27	28	29	30	8

HOLIDAYS/RECESSES

Labor Day	09/07
Veterans Day	11/11
Thanksgiving Recess	11/23 - 11/27
Christmas Recess	12/21-1/04
Martin Luther King Day	01/18
February Recess	02/15 - 02/19
Presidents' Day	02/15
Lincoln's Day (Observed)	02/16
Spring Recess	03/26 - 04/05
Good Friday	03/26
Memorial Day	05/31
Juneteenth (Observed)	06/18

IMPORTANT DATES

Staff Work Day

Instructional Days (180)

Staff Development Days

Buy Back Day

Minimum Days

Observed Holidays

Emergency Day Makeup

Training Deadline

Intersession Dates

Parent/Teacher Conferences	11/16 - 11/20
Parent/Teacher Conferences	03/15 - 03/29

Trimester Dates

11/06 1st

03/05 2nd

06/03 3rd

ELOP Staff Development Days

If Emergency Day is not needed, Buy Back Day will be moved to 06/04

Board Approved: DRAFT

TOP

9.4.1 WARRANT LISTINGS

Payment of commercial warrants from the General, Special Reserve, and Capital Projects funds are presented to the Board for ratification.

Due to the length of the Warrant Listings document, it is not printed into the agenda. Should anyone wish to view the entire document, it is available at the District Office during regular business hours.

Proposed Action: Consent approval.

MOTION MADE BY:_____
SECONDED BY:_____

10. PLANNING MATTERS

Board Policy #1180 dealing with building developments directs that the school district is to play a part in the orderly development of the area. This is to be accomplished by having the Superintendent or designee review all notices of subdivisions or building development. In the event the development is considered to have significant impact on the Enterprise Elementary School District, the Superintendent will communicate the District's position to the appropriate governmental agency. Such communications are to be routinely reported to the Board.

The Superintendent will be further responsible for bringing major developments that may have impact upon the District to the attention of the Board of Education to consider whether the Board wishes to take an official position related to the development in question.

Due to notification and meeting schedules of other agencies, it is sometimes difficult to provide input in a timely manner. For this reason, the Board has directed that planning matters be placed on every agenda so they can be considered and acted upon.

Information on specific developments is not available at this time but may be presented at the time of the meeting.

Proposed Action: To Be Determined

11. CLOSING

11.1 Items from the Floor
Any individual or group representative may address the Board at this time. The Board of Education reserves the right to limit the time allotted to each speaker to three minutes and the number of times an individual is allowed to address the Board on a given subject. This is a comment period only.

11.2 Future Meeting Dates
December 16, 2026 – Annual Organizational Meeting of the Board at Parsons Open Session (5:30 pm)

11.3 Other Important Dates:

November 10: Lassen View Veterans' Day Performance (Pathway Church) @ 8:45 am

November 19: Boulder Creek Jog a Thon 8-1 pm

November 20:

- Alta Mesa Thanksgiving Parade 8:50 am
- Lassen View Turkey Trot
- Parsons Turkey Trot

December 9: Shasta Meadows 4th & 5th Holiday Choir @ 6 pm

December 11: Shasta Meadows Gingerbread Houses (Kinders) @ 8:10 am

December 15: Parsons Vocal Music Winter Concert @ 6 pm

December 17:

- Lassen View Christmas Performance
  - TK @ 8:30 am
  - K @ 9:15 am
- Mistletoe Christmas Concert @ 6 pm

December 18:

- Boulder Creek All School Sing Along @ 8:30 am
- Shasta Meadows TK Holiday Performance @ 8:15 am

TOP

11.4 Adjournment to Closed Session

12. CLOSED SESSION

a. EMPLOYMENT: Assistant Director of Business Services, Accountant, Payroll Specialist, Human Resources Analyst, Executive Assistant, CIA Aide, Grounds. [GC § 54957]
b. PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE: Classified Probationary Release: Employee #493028 and Employee #493033. [GC § 54957]
c. CONFERENCE WITH LABOR NEGOTIATOR: Troy Wright, Board President Unrepresented Employees: Superintendent, Assistant Superintendent [GC§54957.6]
d. LITIGATION: [GC § 54956.9]

13. RECONVENE OPEN SESSION; REPORT ACTION TAKEN IN CLOSED SESSION.

14. APPROVAL/RATIFICATION OF EMPLOYMENT AGREEMENT WITH SUPERINTENDENT AND ASSISTANT SUPERINTENDENT

15. ADJOURNMENT