



## MINUTES

### Meeting of the Board of Directors University High School Meeting Thursday, October 3, 2024

If you need special assistance to access the meeting room or to otherwise participate at this meeting, including auxiliary aids or services, please contact the Head of School's Office at (559) 278-8263. Notification at least 72 hours prior to the meeting will enable UHS to make reasonable arrangements to ensure accessibility to the Board meeting (The UHS Board of Directors is compliant with the Americans with Disabilities Act).

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### 5:00 PM OPEN SESSION Room 108

**MEMBERS PRESENT:** Xuanning Fu (chair), Dominic Dizon, Nichole Walsh, and Lori Hamada

**MEMBERS ABSENT:** Brent Woodward, Saul Jimenez-Sandoval, Rajee Amarasinghe

**1. Call to Order/Recognize Visitors**

Meeting was called to order at 5:17 pm.

**2. Approval of the Agenda**

The Agenda was unanimously **APPROVED** as submitted.

Walsh - motion / Dizon - second

**3. Public Comment**

Public comment on any item of interest to the public that is within the Board's jurisdiction will be heard. At this time, anyone present may speak for up to three minutes. Those who wish to speak may **voluntarily** sign in on the Sign-In sheet (or in the Chat if the meeting is held via Zoom).

There was no public comment

**4. Executive Reports**

**a. ASB President (Zheng):** Kyle Zheng reported on the past student activities and highlighted upcoming events: Information Day, College Night, and MOTA. He also talked about Spirit Week and the positive school culture on campus.

**b. Superintendent/Principal Report (Hickman):** Superintendent Hickman reported that the current student enrollment is 497: 9th - 135, 10th - 117, 11th - 123, 12th - 122. Superintendent Hickman reported on Spirit Week and Community Outreach activities which include having booths at Kepler's High School Fair and the Central CA Women's Conference; attendance at the Fresno Fair's 4.0 Scholarship Night; string quartet played at the Valley Children's Hospital Celebration of Life event; and the upcoming College Night. Upcoming community events also include Magic of the Arts on Oct. 18 and UHS' 2nd Annual Golf Tournament on Oct. 26.

Discussion regarding test scores centered around lower performing subgroups, particularly in math. Superintendent Hickman stated that her focus with the teachers this year is to look at data in their own courses to look for trends that can help to focus on underperforming student groups. The

teachers have already begun this work during their professional development days. Looking at data is a major focus for this school year.

Superintendent Hickman shared a slide with the Board about upcoming laws in California that will affect UHS. Laws and policies include Ethnic Studies and Financial Literacy requirements, all gender bathroom, homework and smartphone policies, and LGBTQ+ training for staff.

- c. **Budget Review (Bryson):** Mrs. Bryson shared the budget and explained that UHS is budgeted to have a surplus of funds in the Excess of Revenues over Expenditures line category, and that this amount could be used towards raises. There have been no changes from the state in regards to the budget; the next adjustments will come in January.

## 5. Consent Agenda

All consent agenda items are considered routine by the Board of Governors and will be enacted by one motion. There will be no separate discussion of items unless a Board member or citizen so requests, in which event, the item(s) will be considered following approval of the Consent Agenda.

- a. Approve the Minutes of September 5, 2024 Meeting
- b. Total Payments Report
- c. Budget

The Consent Agenda was unanimously **APPROVED** as submitted.  
Dizon - motion / Hamada - second

## 6. Discussion Items (Including Potential Action Items)

- a. **Board Resolution re: Sufficient Textbooks and Instructional Materials (voting item):** Superintendent Hickman explained the process and that a notice of this meeting/public hearing was posted the required 10 days in advance. UHS has enough textbooks and instructional materials for all students in every subject.

The Board Resolution was unanimously **APPROVED** as submitted  
Hamada - motion /Walsh - second

- b. **2025-26 School Calendar (Voting item):** Superintendent Hickman presented the 2025-26 School Calendar, which is very similar to this year's calendar. The staff has already approved it.

The 2025-26 School Calendar was unanimously **APPROVED** as submitted

Hamada - motion /Dizon - second

- c. **Salary Discussion (Discussion/voting item):** Superintendent Hickman presented information and answers that was requested at the September meeting, including raise percentage cost (1%= \$40,853); Longevity amounts and how UHS counts longevity; and methods to increase salaries for staff with 15+ years of experience.

Discussion included methodology to adjust the salaries of teachers with more experience. Currently, there is not a 2.5% increase in salaries after year 14. Teachers with 15+ years of experience only receive longevity stipends, which is included in the salary amount for those steps. Teachers receive longevity for their total years of experience, not for their years at UHS. Discussion included that this is not what longevity should look like; it should be for the years spent at UHS. There was also discussion about raising the Masters degree and Doctorate degree stipends. They are

currently at \$700 and \$1198, respectively, and have not changed since the inception of the school 25 years ago.

The conclusion of the discussion asked that CFO Bryson come back to the next meeting with different scenarios of what the salary schedule would look like if 2.5% raises were added to the year steps of 15+ years and how these changes would impact the budget. A suggestion to change the Masters and Doctorate degree stipends to \$1000 and \$1500 was put forth, which was also tabled to the next meeting. Further discussion about the percentage of a raise across all levels of the salary schedule also had to be tabled until the above actions are resolved.

d. **Other:** There were no additional items to discuss.

7. **Future Meetings:** November 7, December 5

8. **Adjournment**

Meeting was adjourned at 6:51 pm.