



BOARD MINUTES
Meeting of the Board of Directors
University High School Meeting
October 2, 2025
Room 108

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5:00 PM Open Session

MEMBERS PRESENT: Xuanning Fu (Chair), Brent Woodward (Vice Chair), Dominic Dizon (Secretary), Rajee Amarasinghe (Treasurer), Nichole Walsh, and Lori Hamada

MEMBERS ABSENT: Saul Jimenez-Sandoval

1. Call to Order/Recognize Visitors

The meeting was called to order at 5:06pm by Dr. Xuanning Fu, Chair.

2. Approval of the Agenda

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

Woodward - motion, Hamada - 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.

4. Student Presentation - Honor Commission/Student Advisory Council

Mrs. Downer, advisor, introduced the Honor Commission/Student Advisory Council and shared with the Board their origins and how members are chosen. Students from the Honor Commission each shared a point of interest regarding the HC/SAC: events throughout the year, Kindness Fair stations, T-shirts, being a part of the Principal's Student Advisory Council, and the importance of this group for UHS and its school culture.

5. Executive Reports

a. **Student Report** - ASB President Leo Jimesanagnos shared various events from September (elections, Scout Island Field Trip, etc.) as well as upcoming events: Spirit Week, Senior Field Trip to the FS Ropes Course, PSAT, and MOTA. He concluded saying that all of the classes are feeling connected and positive about the school year, and that the vibe around campus is really good. Students are looking forward to next week's Spirit Week, Phoenix Bowl, and Harvest Bash dance next Friday.

b. **Superintendent/Principal (Hickman):** Superintendent Hickman shared the enrollment numbers: 9th/136, 10th/131, 11th/117, 12th/ 117 = 501; holding steady with the largest number of students UHS has ever had. She also shared upcoming events, including Spirit Week, Percussion Concert, and MOTA. She also talked about community outreach events: Central CA Women's Conference where UHS had a booth; Fresno Fair 4.0 night, upcoming Information Days, Kepler's High School Fair, Marjoree Mason Center Top 10 events, and Hinds Hospice Remembrance event on Oct. 20.

Superintendent Hickman also shared test scores updates from CAASPP and AP. She shared a comparative spreadsheet showing test scores from UHS to nearby high schools and districts; a year to year comparison of UHS scores, and our subgroup scores from CAASPP. She also shared a demographic breakdown of all AP tests, which showed that all of our ethnic groups had a mean score of above a 3.0 score for all AP tests.

Lastly, Superintendent Hickman shared an additional ranking source from [Niche.com](https://niche.com). UHS is ranked #1 in the Fresno area with an A+ grade. Ms. Hickman also previewed that she will be bringing a Civility Policy for the Board's approval in the future; she is going to bring these policies to our Student Advisory Council and parent group first.

- c. **Budget Review (Bryson):** CFO Bryson presented the current budget for the month and the 5-year budget. She explained that UHS is in very good shape financially due to the growing unrestricted balance. It was also noted that the Vanguard account has continued to grow over \$2 million. Ms. Hickman asked if the government shutdown will affect us, and CFO Bryson said that it should have minimal impact due to our large unrestricted balance, and only about \$50,000 in federal funds.

6. 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 from the September 4, 2025 Meeting
- b. Total Payments Report
- c. Teacher Assignment Monitoring Outcome (TAMO) data for 2023-24

The consent agenda was unanimously APPROVED as submitted.
Walsh - motion, Hamada - second

7. Discussion Items (Including Potential Action Items)

- a. **Board Resolution re: change of personnel on EECU ASB Account (voting item):** Superintendent Hickman explained that she was changing the ASB Finance person from Mr. Mark Roberts to Mrs. Cari Roche, and that this form needed to be signed for the name change and access at the bank. The Board Resolution re: change of personnel on EECU ASB Account was unanimously APPROVED as submitted.
Walsh - motion, Fu - second
- b. **2026-27 School Calendar (voting item/Hickman):** Superintendent Hickman shared the calendar for the 2026-27 school year, and stated that she had met with the teachers to go over this calendar for their approval. The 2026-27 Calendar was unanimously **APPROVED** with the addition of the word "Tentative" next to the graduation date; UHS has to work with Fresno State on the graduation date.
Walsh - motion, Hamada - second
- c. **Suicide Prevention Policy update (voting item/Hickman):** Superintendent Hickman explained that our Suicide Prevention Policy had some updates required by the CA Dept of Education that we had to add to our policy. She also brought this policy to the Student Advisory Council for their perusal and ideas. The Suicide Prevention Policy update was unanimously APPROVED as submitted.
Fu - motion, Dizon - second
- d. **Employee Handbook (voting item/Hickman):** Superintendent Hickman shared that she had received information from the school's lawyer about organ donation and that it was a required Labor Law. Board Members asked

if the employee's leave was paid or unpaid. Superintendent Hickman pulled up the email from the lawyer, and that was not stipulated. She will check with the lawyer and bring this back to the next meeting.

- e. **Salary Discussion (discussion/voting item):** Superintendent Hickman and CFO Bryson shared a slide that explained a 1% raise will cost \$43,627. The current unrestricted balance is \$4,866,127 and the 2025-26 ongoing surplus amount is predicted to be \$122,483. Various discussions took place, including what other schools and districts were giving and previous raises for UHS staff. Superintendent Hickman pulled up spreadsheets to show the raises that UHS staff have received since the beginning, and comparisons to other schools and districts. After more discussion, the Board decided upon a 4% for all UHS staff, with the option to revisit this item to add an additional percentage if districts in the area settled for more than 4.0%. COLA is 2.3% for this year.

The Salary Discussion including a 4.0% raise for all UHS staff was unanimously approved as discussed.

Dizon - motion, Walsh - second

- f. **Other:** There were no additional items added to the agenda.

8. Closed Session - Public Employee Performance Evaluation

- a. Title: Superintendent (Gov. Code § 54957; Ed. Code § 35035)

The Board went into closed session at 6:43pm and returned to open session at 6:55pm. The Board discussed and unanimously approved Superintendent Hickman's evaluation during closed session. Woodward - motion, Hamada - second.

The Board returned to Open Session at 6:55pm. Dr. Walsh stated that the Superintendent's evaluation in the future should be more timely, and the Board members agreed. It was also discussed that they would like to do the Superintendent's evaluation every three years.

9. Future Meetings: October 2; November 6; December 4

10. Adjournment

The meeting was adjourned at 6.56pm by Dr. Xuanning Fu, Chair.