MARYSVILLE JOINT UNIFIED SCHOOL DISTRICT 1919 B Street, Marysville, CA 95901 District Office (Board Room)

BOARD MEETING ~ BOARD OF TRUSTEES

February 8, 2022

AGENDA

For participation via Zoom please click the link to fill out a "Public Comments" card. <u>https://forms.gle/xvjFeB7g86ccp4aW8</u>

<mark>Live Stream Link</mark>

https://youtu.be/9pQX6b8fp_U

Use of Masks While Visiting the MJUSD: In accordance with the California Department of Public Health (CDPH) mask guidance, the MJUSD requires the use of medical, surgical, or two-fabric layer mask in all indoor spaces for all persons who are not fully vaccinated, with limited exceptions outlined in the guidance. All persons (whether vaccinated or unvaccinated) are required to wear a mask indoors when school is in session. See <u>K-12 Guidance 2021-22 School Year (ca.gov)</u>.

When local public health orders specific to the region have stricter requirements on the use of face coverings, then the MJUSD employees and all visitors in the MJUSD spaces must comply with those requirements with limited exceptions outlined in CDPH's guidance.

Open Session agenda related documents and pages in Special Reports can be viewed on the MJUSD website [www.mjusd.com – Select: "Board" and "Agendas and Minutes"].

The agenda for board meetings can be made available upon request in a format appropriate for a person with a disability. If you are an individual with a disability who needs special accommodations to participate, please call 749-6101 at least 24 hours in advance. Accommodations may include but are not limited to interpreters, parking, and accessible seating.

4:30 P.M. ~ OPEN SESSION CONFERENCE ROOM #1

CALL MEETING TO ORDER

ROLL CALL

Mr. Randy L. Davis, PresidentMs. Alisan R. Hastey, Vice PresidentMr. Randy L. Rasmussen, ClerkMr. Doug F. Criddle, Trustee RepresentativeMr. Jeff D. Boom, MemberMr. Frank J. Crawford, MemberMr. Gary J. Criddle, Member

CLOSED SESSION CONFERENCE ROOM #1

1

The Board strives to commence open session in a timely manner. To achieve this goal, the Board may be required to continue closed session at the conclusion of the open session agenda. In such cases, the Board will diligently seek to address all matters requiring the attendance of students and parents (e.g. student expulsion/reinstatement and enrollment matters) prior to reconvening in open session. Pursuant to Government Code Section 54954.3, members of the public shall be given the opportunity to address the Board on closed session agenda items prior to the Board's consideration of the item. Typically, this opportunity will occur immediately prior to the Board's consideration.

1. <u>CONFERENCE WITH LABOR NEGOTIATORS</u> (Government Code Section 54957.6)

2. <u>CONFERENCE WITH LEGAL COUNSEL</u>

Public employee discipline/dismissal/release/reassignment (Government Code 54957) (3)

3. <u>CONFERENCE WITH LEGAL COUNSEL- ANTICIPATED LITIGATION</u>

4. MATTERS PERTAINING TO STUDENTS (Education Code Section 35146)

5. PUBLIC EMPLOYEE PERFORMANCE EVALUATION: SUPERINTENDENT

6. <u>MATTERS PERTAINING TO STUDENTS (Education Code section 35146)</u> (The Board will hear cases in closed session and return to open session to take action.)

A. <u>EXPULSIONS</u> EH21-22/39 EH21-22/40

MOTION

RECONVENE TO OPEN SESSION 5:30 P.M. ~ **REGULAR MEETING BOARD ROOM**

PLEDGE OF ALLEGIANCE

Ms. Alisan Hastey, Vice President to the Board of Trustees.

ANNOUNCEMENT OF ACTION TAKEN IN CLOSED SESSION

COMMENTS FROM BOARD MEMBERS

COMMENTS FROM SCHOOL SITE REPRESENTATIVES

RECOGNITIONS

OPPORTUNITY FOR EMPLOYEE ORGANIZATIONS TO ADDRESS THE BOARD

- Marysville Unified Teachers' Association
- Operating Engineers Local Union #3
- California School Employees' Association #326 and #648
- Association of Management and Confidential Employees
- Supervisory Unit

NOTICE:

Public comments will be held at the end of the agenda after the Board's business, public comments related to a specific agenda item will be called upon during that item. Please see the information under public comments at the end of the agenda for information on how to submit a "Public Comments" card.

Agenda 2/8/22

3

Recommendation~

Background~

It is recommended that the Board approve the overnight field trips.

Principals have approved submitting these overnight and/or out-of-state field trips to the Board for approval and guarantee that all field trip

2. APPROVE THE MOU BETWEEN MJUSD AND SUTTER-YUBA BEHAVIORAL CONSENT HEALTH (SYBH) FOR PREVENTION AND EARLY INTERVENTION (PEI) **BEHAVIORAL SERVICES**

Purpose of the agenda item~

The purpose of the agenda item is to request the Board approve the MOU between MJUSD and SYBH for the PEI program from 2/22/22 to 7/1/27 for behavior intervention services for students who are referred by site administrators to receive intervention.

assurances will be met.

3/29/22 - 3/31/22 28 students and 4 chaperones Background~

B. American Indian Education Program's Title VI Program Point Reyes National Seashore Park, Point Reyes, CA

50 MHS students and 4 MHS staff members

APPROVAL OF MINUTES

CONSENT AGENDA

The purpose of the agenda item is to request the Board approve the following field trips:

The Board is requested to approve the Consent Agenda items under Superintendent, Educational Services, Personnel Services, and **Business Services.** Please refer to details where these items are described

Kynoch Elementary School and Johnson Park Elementary School Site

A. Marysville High School FFA FFA State Conference in Sacramento, CA 3/26/22 - 3/29/22

Minutes from the regular board meeting of 12/14/21.

EDUCATIONAL SERVICES FIELD TRIP APPROVAL Purpose of the agenda item~

Plans — See Special Reports, pages 1-2

CONSENT

MOTION

MOTION

*Business Services *Educational Services *Personnel Services *Superintendent

SUPERINTENDENT

fully.

UPDATES

1.

2.

1.

SYBH has been in collaboration with MJUSD for over five years providing prevention and early intervention services for MJUSD students. The purpose of this MOU is to extend the services for an additional five years. This will have no fiscal impact on the MJUSD.

Financial Impact~

None

$Recommendation \sim$

It is recommended that the Board approve the MOU between MJUSD and Sutter-Yuba Behavioral Health for the PEI program from 2/22/22-7/1/27. See Special Reports, pages 3-11

3. <u>ACCEPT THE "GRANT AND COOPERATIVE AGREEMENT" WITH THE</u> <u>BUREAU OF INDIAN EDUCATION FOR THE JOHNSON O'MALLEY</u> <u>PROGRAM FUNDS FOR THE AMERICAN INDIAN EDUCATION PROGRAM</u> *Purpose of the agenda item~*

CONSENT

The purpose of the agenda item is to request the Board approve the "Grant and Cooperative Agreement" with the Bureau of Indian Education for Johnson O'Malley funding for year 1 of the 2022-27 funding period, for the amount of \$13,986.

Background~

The Johnson O'Malley program provides supplementary financial assistance to meet the unique and specialized educational needs of American Indian children. Initially funded through the Bureau of Indian Affairs, this Grant and Cooperative Agreement is a new process for providing funds through the Bureau of Indian Education for the Johnson O'Malley program. This grant agreement is for year one of a multi-year agreement beginning in January 2022 and ending in 2027.

Financial Impact~

None

Recommendation~

It is recommended that the Board approve the multi-year "Grant and Cooperative Agreement" with the Bureau of Indian Education. See Special Reports, pages 12-15

PERSONNEL SERVICES		
1.	CERTIFICATED EMPLOYMENT	CONSENT
	Veronica Z. Lariz, Teacher/LHS, probationary, 2022-23 SY	
	James Lohman, Principal/MCAA, 2/9/22	
2.	CERTIFICATED REASSIGNMENT	CONSENT
	Robert J. Eckardt, High School Principal/LHS, to Adult Education	
	Principal	
3.	CERTIFICATED LEAVE OF ABSENCE	CONSENT
	Danielle E. Woods, Teacher/LIN, personal-child care, 1/26/22	
4.	CLASSIFIED EMPLOYMENT	CONSENT
	Armando Ambriz, Custodian/Maintenance Worker/MHS, 8 hour, 12	
	month, probationary, 1/24/22	
	Jenny L. Dolan, Special Education Data Facilitator/DO, 8 hour, 12	
	month, probationary, 2/1/22	

5. CLASSIFIED TRANSFERS

Adriana Andrade Hernandez, Outreach Consultant/LIN, 7.5 hour, 10 month, probationary to EL Facilitator/LIN, 7 hour, 10 month, probationary, 2/1/22

Mikee K. Cook, Nutrition Assistant/ARB, 3.5 hour, 10 month, permanent to Nutrition Assistant/MHS, 3.5 hour, 10 month, permanent, 1/14/22

Myla D Lamora, Nutrition Assistant/OLV, 3 hour, 10 month, probationary to Nutrition Assistant/EDG, 3 hour, 10 month, probationary, 1/31/22

Alyssa M. Nietsche, Nutrition Assistant/MHS, 3.5 hour, 10 month, permanent to Nutrition Assistant/YFS, 3.5 hour, 10 month, permanent, 1/18/22

Faith G. Yang, Para Educator/OLV, 3.5 hour, 10 month, probationary to Para Educator/CLE, 6.5 hour, 10 month, probationary, 2/8/22 **Rosendo G. Topete,** Custodian/Maintenance Worker/MHS, 8 hour, 12 month, permanent to Custodian/Maintenance Worker/YGS, 8 hour, 12 month, permanent, 1/24/22

6. <u>CLASSIFIED LEAVE OF ABSENCE – RETURN</u>

Maria Palato, Nutrition Assistant/ARB, 3.5 hour, 10 month, permanent, 1/18/22

7. CLASSIFIED RESIGNATION

Scot S. Donaldson, Head Mechanic/DO, 8 hour, 12 month, personal, 1/27/22

Steve E. Gilmore, Para Educator/LIN, 3.5 hour, 10 month, personal, 1/28/22

Rosa E. Gutierrez-Mena, Secondary Student Support Specialist/MHS, 6 hour, 10 month, accepted another position within the district, 1/14/22

Justin D. Hall, Custodian/Maintenance Worker/LIN, 8 hour, 12 month, personal, 1/25/22

Lisa D. Pollock, Nutrition Assistant/OLV, 7 hour, 10 month, personal, 2/28/22

8. <u>APPROVE THE 2022-23 STUDENT CALENDAR</u>

Purpose of the agenda item~

The purpose of the agenda item is to request the Board approve the proposed start and ending dates to the 2022-23 school year student attendance calendar.

Background~

The proposed 2022-23 calendar reflects starting the school year on 8/11/22, while the last day of school is set for 6/2/23.

The calendar provides for 180-student attendance days, four (4) voluntary Professional Development (PD) days for non-management certificated employees, and three (3) site-based PD days. The calendar is the same as the past two school years as it calls for a two (2)-week Christmas/winter break and a "February Recess."

CONSENT

CONSENT

CONSENT

CONSENT

Agenda 2/8/22 The calendar was developed in collaboration with a revamped Bi-County Calendar Committee in order to coordinate inter-agency services for students. If approved, this calendar will provide for synchronized and minimally disrupted services with other LEAs and agencies in both counties.

Financial Impact~

None

Recommendation~

It is recommended that the Board approve the 2022-23 student calendar. See Special Reports, page 16

9. VARIABLE TERM WAIVERS

Purpose of the agenda item~

The purpose of the agenda item is to request the Board approve and authorize the following applicants will be employed on the basis of a Variable Term Waiver for the 2021-22 school year: *James H. Walz – LHS/CCSD Waiver – English Learner Authorization.

Background~

In accordance with the Education Code Section 44830 (a), the waivers provide the applicants additional time to complete the requirements for the credentials that authorizes the service or to provide the district time to fill the assignment with an individual who wither hold an appropriate credential or qualifies under one of the available assignment options.

Financial Impact~

None

Recommendation~

It is recommended that the Board approve the waivers. See Special Reports, pages 17-24

BUSINESS SERVICES

1. PURCHASE ORDERS PROCESSED

Purpose of the agenda item \sim

The purpose of the agenda item is to request the Board ratify purchase order transactions listed for November and December 2021.

Background~

Per Board Policy 3300, Education Code 17605, and Public Contract Code 20111, a list of purchase orders has been provided for Board review. The report is sorted by location and includes a fund recap with change order detail.

Financial Impact~

None

$Recommendation \sim$

It is recommended that the Board ratify the purchase order transactions for November and December 2021. See Special Reports, pages 25-52

CONSENT

CONSENT

2. <u>APPROVE THE AGREEMENT WITH KING CONSULTING</u> <u>FOR DEVELOPER MITIGATION SERVICES FOR THE 2021-22</u> <u>SCHOOL YEAR</u>

Purpose of the agenda item~

The purpose of the agenda item is to request the Board approve the agreement with King Consulting for developer mitigation services in the amount not to exceed of \$18,500.

Background~

King Consulting will provide services to determine the full impact of planned residential development projects that include fully negotiating mitigation agreements, reviewing California Environmental Quality Act (CEQA) documents, assisting the District with strategies that will encourage collaboration with cities, counties, developers, and analyze the feasibility of development impact fees, both Level I and Level II.

Financial Impact~

Capital Facilities Fund 25 - Developer Fees

Recommendation~

It is recommended that the Board approve the agreement with King Consulting for developer mitigation services for the 2021-22 school year. See Special Reports, pages 53-56

* End of Consent Agenda *

NEW BUSINESS

SUPERINTENDENT

1. <u>APPROVE THE FOOTHILL INTERMEDIATE SCHOOL RENOVATION AND</u> <u>MOTION</u> <u>UPGRADE PROJECT USING ESSER III FUNDS</u>

Purpose of the agenda item~

The purpose of the agenda item is to request the Board approve the use of ESSER III funds for the Foothill Intermediate School renovation and upgrade project.

Background~

Mr. Joe Dixon will present the Foothill Intermediate School improvement plan and the cost associated with this plan. The request to use ESSER III funds for this project describes an allowable use of ESSER III funds. The Foothill upgrade project is approved by CDE for use of LEA's ESSER III funds. After the plan and the project described in the plan has been discussed with community partners and the governing Board on 8/24/21.

Financial Impact~

ESSER III funds

Recommendation~

It is recommended that the Board approve the usage of ESSER III funding for the Foothill Intermediate School renovation and upgrade project. See Special Reports, page 57

Agenda 2/8/22

2. <u>ADOPT BOARD POLICY 4040 – EMPLOYEE USE OF TECHNOLOGY</u> (2nd READ)

Purpose of the agenda item~

The purpose of the agenda item is to provide the Board the opportunity to complete the second read of new Board Policy 4040 (Employee Use Of Technology).

Background~

The revisions are in accordance with CSBA's sample policy which reflects current state and federal law. The policies are included in the special report section (AR 4040 and Ex 4040 are included for reference). The district distributes technology to employees and remains liable for its usage.

Recommendation~

It is recommended that the Board hold a public hearing. A motion is required to close the public hearing. A motion is also required to approve and adopt BP 4040. See Special Reports, pages 58-65

3. <u>ADOPT BOARD POLICY 6163.4 – STUDENT USE OF TECHNOLOGY</u> (2nd READ)

Purpose of the agenda item~

The purpose of the agenda item is to provide the Board the opportunity to complete the second read of new Board Policy 6163.4 (Student Use Of Technology).

Background~

The revisions are in accordance with CSBA's sample policy which reflects current state and federal law. The policies are included in the special reports section (Exhibit 6163.4 is included for reference). The policy is required as the district distributes technology to students and thereby remains liable for its usage.

Recommendation~

It is recommended that the Board hold a public hearing. A motion is required to close the public hearing. A motion is also required to approve and adopt BP 6163.4. See Special Reports, pages 66-77

EDUCATIONAL SERVICES

1. <u>1ST READ-BOARD POLICY 0415 - EQUITY</u>

Purpose of the agenda item~

The purpose of the agenda item is to provide the Board the opportunity to complete the first read of new Board Policy 0415 (Equity).

Background~

Diversity exists among the district's community of students, staff, parents/guardians, and community members which is integral to the district's vision, mission, and goals. In addressing the needs of all students, the district ensures that equity is intentional in the district's decisions so that all students can achieve their individual potential goals. The Director of Curriculum, Assessment, and Accountability met with student leaders on 1/26/22, the District Advisory Committee on 1/27/22, and the District English Learner Advisory Committee on 2/2/22 for community input.

HOLD PUBLIC HEARING

MOTION TO CLOSE PUBLIC HEARING

MOTION TO APPROVE AND ADOPT BP 4040

HOLD PUBLIC HEARING

MOTION TO CLOSE PUBLIC HEARING

MOTION TO APPROVE AND ADOPT BP 6163.4

INFORMATIONAL

Financial Impact~

None

Recommendation~

It is recommended that the Board complete the first read of BP 0415 -Equity. See Special Reports, pages 78-82

2. ADOPT BOARD POLICY 5116.1 - INTRADISTRICT OPEN ENROLLMENT HOLD PUBLIC (2nd READ)

Purpose of Agenda Item~

The purpose of the agenda item is to provide the Board the opportunity to complete the second read of new policy, 5116.1 (Intradistrict Open Enrollment).

Background~

The Board of Education desires to provide enrollment options that meet the diverse needs and interests of district students and parents/guardians. while also maximizing the efficient use of district facilities and resources. The Superintendent or designee shall establish procedures for the selection and transfer of students among district schools in accordance with law, Board policy and administrative regulation. With this new policy being implemented, the district will establish guidelines to support this process annually.

Financial Impact~

None

Recommendation~

It is recommended that the Board hold a public hearing. A motion is required to close the public hearing. A motion is also required to approve and adopt BP 5116.1. See Special Reports, pages 83-85

3. ADOPT BOARD POLICY 5117 - INTERDISTRICT ATTENDANCE (2nd READ) HOLD PUBLIC Purpose of Agenda Item~ HEARING

The purpose of the agenda item is to provide the Board the opportunity to complete the second read of the updated Board Policy 5117, (Interdistrict Attendance).

Background~

The policy addresses the terms and conditions of denying or approving an interdistrict transfer agreement. The Governing Board recognizes that parents/guardians of students who reside within the geographic boundaries of one district may for a variety of reasons, desire to enroll their children in a school in another district. The Board may enter into an agreement with any other school district, for a term not to exceed five school years, for the interdistrict attendance of students who are residents of the district. (Education Code 46600).

Financial Impact~

None

Recommendation~

It is recommended that the Board hold a public hearing. A motion is

MOTION TO CLOSE PUBLIC HEARING

MOTION TO APPROVE AND **ADOPT BP 5116.1**

MOTION TO **CLOSE PUBLIC** HEARING

MOTION TO APPROVE AND

HEARING

required to close the public hearing. A motion is also required to approve and adopt BP 5117. See Special Reports, page 86

4. <u>APPROVE AGREEMENT WITH PROCARE FOR SPEECH</u> <u>LANGUAGE PATHOLOGY (SLP) SERVICES FOR 2021-22 & SUMMER 2022</u> *Purpose of the agenda item~*

The purpose of the agenda item is to request the Board approve the agreement with ProCare for required Speech services at various school sites for students who qualify for services under their Individualized Education Plan (IEP) for the 2021-22 school year.

Background~

The district has previously contracted with ProCare for Speech services. The district has two openings for Speech Pathologists that have remained unfilled. ProCare provides school-based professionals to school districts nationwide to meet the extreme staff shortages related to speech therapists. In MJUSD, ProCare will provide services as needed for the students who qualify under the Federal IDEA law due to the lack of qualified applicants to hire under our own service provider(s). Staffing needs change during the school year depending upon availability and need, however changes will not exceed the budget amount of \$100,000. Service will be provided to students in Olivehurst Elementary, Arboga Elementary, Lindhurst High School and McKenney Intermediate. Services will also be provided over Summer school 2022 to fulfill IEP requirements.

Financial Impact~

General Fund (01) - Special Education

Recommendation~

It is recommended that the Board approve the contract with ProCare for Speech Services for the 2021-22 school year and summer school 2022. See Special Reports, pages 87-96

BUSINESS SERVICES

1. <u>ENERGY SERVICE PROGRAM UPDATE WITH SITELOGIQ</u> Purpose of the agenda item~

The purpose of the agenda item is to provide the Board with an energy service program update.

Background~

On 1/26/21, the Board held a public hearing and subsequently approved a resolution authorizing entering into an energy efficiency service contract with SitelogIQ and approved the Certificates of Participation to finance the project. The financial impact of the project is determined to be net neutral with energy savings offsetting the cost of financing the project. This presentation will describe the progress of the project to date.

Financial Impact~

None

Recommendation~

ADOPT BP 5117

INFORMATIONAL

MOTION

This is an informational item. (The PowerPoint presentation is included in each board member's packet and available to review online or in the Superintendent's Office.)

2. <u>APPROVE THE RIGHT OF WAY CONTRACT WITH THE STATE</u> <u>OF CALIFORNIA DEPARTMENT OF TRANSPORTATION FOR THE</u> <u>2021-22 SCHOOL YEAR</u>

MOTION

Purpose of the agenda item~

The purpose of the agenda item is to request the Board approve the Right of Way Contract - State Highway Document No. 37866-1 in the form of a GRANT DEED to the State of California, covering the property particularly described in the attached instrument, covering the property as delineated on the attached map identified as Exhibit "A".

Background~

The California Department of Transportation is proposing a project in and near Marysville, from south of 14th Street to north of Cemetery Road. The purpose is to rehabilitate the existing roadway to reduce maintenance expenditures, improve safety, traffic operations, vertical clearances to facilitate goods movement, improve sight distance, provide safer bicycle and pedestrian facilities, and comply with ADA standards. The project will increase multimodal mobility and operations to meet complete streets and safe routes to school policies. The State of California will pay the District \$479,000 for the property or interest conveyed in document No. 37866-1 in the form of a GRANT DEED to the State of California, covering the property particularly described as Marysville Joint Unified School District, Successor to Marysville Union High School District covering the property as delineated on the map identified as Exhibit "A". On Exhibit "A" the parcel is identified in beige and marked with the parcel number 37866-1.

Financial Impact~

None

Recommendation~

It is recommended that the Board approve the Right of Way Contract with the State of California Department of Transportation. See Special Reports, pages 97-102

PUBLIC COMMENTS

Persons wishing to address the Board in person are requested to fill out a "Public Comments" card at the District Office before the start of open session at 5:30 p.m. and give it to the Secretary, Board President, or Superintendent. Persons wishing to address the Board remotely must complete a "Public Comments" form located on the district webpage at **www.mjusd.com** under "Board" by 3:00 p.m. on the day of the meeting.

Regular Board Meetings: The public may address topics not on the agenda during this section of the agenda or ask they be heard during a specific agenda item.

Special Board Meetings/Study Sessions: The public may only address topics on the agenda during this section of the agenda or ask they be heard during a specific agenda item.

<u>Comments are limited to a maximum of three minutes per speaker – 20 minutes total time</u> for public input on each item per Board Bylaw 9323.

The Ralph M. Brown Act prevents the Board of Trustees from responding to these comments with the exception of clarifying questions. The California Government Code, Section 54954.2.a states, "No action or discussion shall be undertaken on any item not appearing on the posted agenda, except that members of a legislative body or its staff may briefly respond to statements made or questions posed by persons exercising their public testimony rights under Section 54954.3"

How do I get an item placed on a meeting agenda for discussion?

If members of the public wish to have an item agendized for discussion or action, it must be a "matter directly related to school district business" (Education Code 35145.5). You must submit a letter describing the issue to be agendized in as much detail as possible to the Superintendent. The request must be received no less than nine business days prior to a regularly scheduled board meeting. The Board and/or Superintendent will determine how and when to agendize the request.

<u>CLOSED SESSION</u> - continued if needed

If the Board did not complete all items on the closed session agenda, they will continue closed session.

ADJOURNMENT

NEXT REGULAR BOARD MEETING - February 22, 2022 - 5:30 P.M.

SCHOOL BOARD MEETING FORMAT

What is a School Board Meeting?

A School Board Meeting is the normal business meeting of the governing board at which district business is conducted. It is not a public meeting where questions and discussion come from the audience. Members of the audience may address their comments to the Board during the *time at which the Board is discussing the agenda item*. Comments are limited to a maximum of three minutes per speaker (20 minutes total time for public input) on each item per Board Bylaw 9323.

Notification of Meetings

To provide the public with information regarding agenda items being considered by the Board of Trustees, a public notice is published as follows:

- * Posted on the MJUSD district website at <u>www.mjusd.com</u>.
- * Posted on the Public Notice Bulletin Board at the MJUSD District Office at 1919 B Street, Marysville, CA 95901 [located in the hallway outside the Superintendent's Office, Room 101].
- * Emailed to all employees of the district, the Appeal-Democrat, and KUBA.

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