



The Humboldt Schools.
Motivating achievement since 1906.

GOVERNING BOARD MEETING

Tuesday, April 7, 2020

Due to current school closures the
HUSD Governing Board Meeting
will be conducted via live streaming
available at www.humboldtunified.com
(Select 'School Board' and then 'Virtual Meetings')

Regular Session @ 6:30

OFFICIAL COPY

Dr. Daniel Streeter, Superintendent

Ryan Gray, President
Richard Adler, Vice President
Corey Christians, Member
Suzie Roth, Member
Paul Ruwald, Member

POSTED
4-3-2020
4:00 p.m.

HUMBOLDT UNIFIED SCHOOL DISTRICT #22

A Caring, Learning Community Transforming Today's Learners into Tomorrow's Successes

NOTICE OF COMBINED PUBLIC MEETING AND EXECUTIVE SESSION OF THE GOVERNING BOARD OF EDUCATION

Notice is hereby given that the Governing Board of the Humboldt Unified School District #22 will convene during a virtual meeting open to the public on **April 7, 2020 at 6:30 PM**. Please see below for access information.

- If authorized by a majority vote of the members of the Governing Board, any matter on the Open Meeting Agenda may be discussed in executive session for the purpose of obtaining legal advice thereon, pursuant to A.R.S. 38-431.03 (A)(3). The Board may also vote to convene in executive session to review and discuss issues marked with an asterisk (*). These sessions are not open to the public; however, Board decisions will be made in open public assembly.
- Members of the HUSD Governing Board who are not able to attend in person may participate via an electronic medium.
- The Agenda may be revised up to twenty-four (24) hours prior to the meeting. Revisions will be posted at the HUSD District Office located at 6411 N. Robert Road, Prescott Valley, Arizona, and on the district website www.humboldtunified.com and go to the School Board tab.
- Persons with a disability may request a reasonable accommodation, such as a sign language interpreter, by contacting Rebecca Cooley at (928)759-5007 or rebecca.cooley@humboldtunified.com. Requests should be made as early as possible to arrange the accommodation.
- **Members of the public wishing to access this virtual meeting** should visit www.humboldtunified.com and navigate to the Virtual Meetings page under the School Board heading. You may also call into this meeting to listen via phone. We ask that all callers be called in at least 5 minutes prior to the meeting start time. When you call in you will be muted by the meeting organizer, please do not unmute yourself. Phone Number: 470-207-5781 PIN: 949 873 125#
- Discussion by the Board is limited to items posted on the agenda.

AGENDA

6:30 REGULAR SESSION

1. **WELCOME AND CALL TO ORDER**
2. **PLEDGE OF ALLEGIANCE/FLAG CEREMONY**
3. **ROLL CALL**
4. **AGENDA REVIEW/ACCEPT**
5. **CURRENT EVENTS**
 - A. Board
 - B. Superintendent

6. **CONSENT ITEMS**

This section includes approval of items such as minutes, routine warrants, purchase orders, travel claims, employee leave requests, employee transfer requests and resignations, gifts to the District, and student and/or staff travel. Documentation concerning the matters on the Consent Agenda may be reviewed at the District office. Upon the request of a Board member, a topic on the Consent Agenda may be removed from this segment of the meeting and discussed as a Regular Agenda item.

Pages 1-3 **A. Personnel Recommendations**

- Pages 4-7 **B.** Governing Board Meeting Minutes of March 17, 2020 (audio recordings are posted on the District's website at www.humboldtunified.com)
- Pages 8-123 **C.** Financial/Business
 1. Approval of Accounts Payable voucher(s) in the amount of \$ 940,192.65
 2. Approval of Payroll voucher(s) in the amount of \$ 2,677,154.90
- Pages 124-131 **D.** Monthly Budget Report
- Pages 132-137 **E.** Monthly Student Activities Report
- Pages 138-139 **F.** Request for ratification of expenditures for Contracts, Work Agreements and supplementals for March 2020
- Pages 140-141 **G.** Request for approval of Title I Summer School to be held June 1 – June 25, 2020
- Pages 142-145 **H.** Request for approval of adjustment for the K-8 and High School 2020-2021 School Calendars for Spring Break and Early Release dates
- Pages 146-157 **I.** Request for approval of job descriptions for Elementary Art Aide, iChoose Teacher, iChoose Coordinator and JROTC Instructor
- Pages 158-173 **J.** Request for approval of the annual Retiree Re-employment Program and Client Service Contract with Educational Services, Inc. (ESI)
- Pages 174-179 **K.** Request for approval of Stipend Schedule for 2020-2021 school year
- Pages 180-183 **L.** Request for approval of Preschool, Before and After School Program, Elementary and Middle School Fee Schedules for SY 2020-2021
- Pages 184-187 **M.** Request for approval of the 2020-2021 Supplemental Wage Schedule
- Pages 188-192 **N.** Request for approval of stipends for eligible staff members at Bradshaw Mountain Middle School, Lake Valley Elementary School and Humboldt Elementary School using Results-Based Funding
- Pages 193-194 **O.** Gifts and donations
- 7. DISCUSSION ITEMS (*no action will be taken*)**
- Pages 195-198 **A.** Policy Update from Human Resources – First Reading
 • Policy GCCB Professional Staff Personal / Emergency / Religious Leave
- Pages 199-201 **B.** Policy Update from Human Resources – First Reading
 • Policy GDL Support Staff Workload
- Pages 202-203 **C.** Budget Update – Superintendent Dan Streeter
- Pages 204-205 **D.** Review of Humboldt Unified School District's Pandemic Preparedness Plan
- 8. ACTION**
- Pages 206-208 **A.** Request for approval to award contract for Wide Area Network Services
- Pages 209-220 **B.** Discussion and possible action to approve 2020-2021 Certified, Psychologist, and Administrator contract language
- Pages 221-224 **C.** Discussion and possible action to approve 2020-2021 Stepless Compensation Schedule and OT/PT Salary Schedule

Pages 225-226 D. Request for approval to increase the price of the Bradshaw Mountain High School Athletic Pass

Pages 227-231 E. Request for approval of School Social Worker Job Description

9. PERSONNEL

Pages 232-236 A. Discussion and possible action to approve the issuance of 2020-2021 certified contracts

Pages 237-241 B. Discussion and possible action to approve the issuance of 2020-2021 administrator and director contracts, and the 2020-2021 Administrative Salary Schedule

10. ANNOUNCEMENTS

A. Next Scheduled Board Meetings are:

April 13, 2020	TBD	Special Meeting	Virtual Meeting
May 12, 2020	6:30 PM	Regular Meeting	TBD
June 9, 2020	6:30 PM	Regular Meeting	TBD

11. ADJOURNMENT

Copies of agendas and supporting documentation relative to public meetings (with the exception of materials relating to possible executive sessions) are available at the District Administration Office during normal work hours, 24 hours prior to a meeting. Please call ahead (759-4000) to arrange copies to be picked up. Documentation is also available on the District website www.humboldtunified.com; on the home page, go to the School Board tab →Board Packets →Select Year →Select Meeting Date. (Note: Large packets are saved in multiple sections).

CONSENT

Item 6A.

Personnel Recommendations

HUMBOLDT UNIFIED SCHOOL DISTRICT #22

PERSONNEL DEPARTMENT

Personnel Consent Agenda for Board Meeting on April 7, 2020

A. RESIGNATIONS/MATERNITY LEAVES/LEAVES OF ABSENCE/OTHER

Certified Staff

1. RosaMaria Corradi - ELD Teacher @ LTS (5/22/2020)
2. Rebecca Folk - English Teacher @ BMHS (5/22/2020)
3. Deborah Kinkaid - Assistant Director of Special Education (8/21/2020)
4. Ember Larson - Music Teacher @ LTS (5/22/2020)
5. Thomas McGoldrick - 6th Grade Teacher @ LVES (5/22/2020)
6. Ronald Paffumi - 2nd Grade Teacher @ LVES (5/22/2020)
7. Cori Zimny - 4th Grade Teacher @ HES (5/22/2020)

Classified Staff

1. Diana Colombo - Title One Aide @ CSES (3/27/2020)
2. Daniel McKenna - Bus Driver (3/23/2020)
3. Pete Rodriguez - Bus Driver (3/9/2020)
4. Michelle Sartor - Receptionist @ GHMS (5/22/2020)

Substitute + Staff

1. NONE

B. EMPLOYMENT OFFERS (*Employment offer is subject to acceptable background/fingerprint checks.*)

Certified Staff

1. Jeanelle Fetty - 2nd Grade Teacher @ LVES (SY 2020-2021) (replaces Ronald Paffumi)

Classified Staff

1. Patricia Aiken - 7 Hrs/Day - Mod/Sev/Pro Aide @ BMHS (replaces Mildred Salt)
2. Sharon Dalke - 6.5 Hrs/Day - Mod/Sev/Pro Aide @ BMMS (replaces Kimberley Griffiee)
3. Kimberley Griffiee - 6 Hrs/Day - Mod/Sev/Pro Aide @ BMHS (replaces Melissa Littlejohn)
4. Michael Ludwig - 8 Hrs/Day - Custodian @ (.5) LVES & (.5) GHMS (replaces Randy Gansz Jr.)
5. Nicholas Rossi - 8 Hrs/Day - Custodian @ (.5) MVES & (.5) GVES (replaces Michael Mechanic)
6. Mary Soriano - 6.5 Hrs/Day - Sub Bus Aide (replaces Shannon McCord)

Substitute + Staff

1. NONE

C. SUPPLEMENTAL CONTRACTS

Overloads

1. NONE

HUMBOLDT UNIFIED SCHOOL DISTRICT #22
PERSONNEL DEPARTMENT
Personnel Consent Agenda for Board Meeting on April 7, 2020

Certified Stipends Specifically Listed on Board-approved 2019-2020 Stipend Schedule

(M&O-\$00.00; Tax Credit-\$1,575.00; General Tax Credit- \$0.00; SPED-\$0.00; Other- \$0.00)

1. Lindsay Buckle - Interact Club Advisor @ BMHS
2. Tiffany Church - National Honor Society Advisor @ BMHS
3. Valerie Young - Mu Alpha Theta Advisor @ BMHS

Other Stipends

(M&O-\$0.00; Tax Credit-\$0.00; F&N-\$0.00; Special Education-\$0.00; Other-\$0.00)

1. NONE

D. IN-DISTRICT TRANSFERS

Certified

1. NONE

Classified

1. NONE

E. INCREASE/ DECREASE IN HOURS (+OR -) OR FUNDING

Certified

1. NONE

Classified

1. NONE

F. CLASSIFIED STAFF - VOLUNTEER AGREEMENT FORM STIPENDS

1. NONE

G. DISTRICT PROFESSIONAL DEVELOPMENT - TRAVEL (IN and OUT OF STATE)

1. NONE

CONSENT Item 6B.

March 17, 2020

(audio minutes are available on the district website)

HUMBOLDT UNIFIED SCHOOL DISTRICT #22
A Caring, Learning Community Transforming Today's Learners into Tomorrow's Successes

Audio Minutes Table of Contents (with markers) – 03-17-2020

The Governing Board of the Humboldt Unified School District #22 convened during a meeting open to the public on March 17, 2020, at Transportation Training Room located at 6411 N. Robert Road, Prescott Valley, Arizona.

To get to the audio minutes on our website, please go to www.humboldtunified.com → School Board → Board Meetings → Meeting Minutes → Select Year → Select Meeting Date → Digital Board Minutes. The recording will automatically begin. You may drag the recording time marker to the specific agenda item you wish to review. Timed markers are shown below.

AGENDA

6:30 PM REGULAR SESSION

Marker

- | | | |
|-------|---------------|--|
| 00:02 | 1. | WELCOME AND CALL TO ORDER |
| 00:31 | 2. | PLEDGE OF ALLEGIANCE/FLAG CEREMONY |
| 00:51 | 3. | ROLL CALL
<i>PRESENT: RYAN GRAY, RICHARD ADLER, SUZIE ROTH AND COREY CHRISTIANS</i>
<i>ABSENT: PAUL RUWALD</i> |
| 01:22 | 4. | AGENDA REVIEW/ACCEPT
CONSENT ITEM 8G REMOVED FROM AGENDA; REMAINING AGENDA APPROVED |
| | 5. | CURRENT EVENTS |
| 02:11 | | A. Board |
| 04:06 | | B. Superintendent |
| | 6. | CELEBRATING SUCCESSES
A. Hungry Kids Food Drive Trophy Presentation John Agan, Humboldt Education Foundation
B. Get Fit, Don't Quit Spotlight Award (\$10,000) from Blue Cross Blue Shield of Arizona
C. HUSD VIPs Candice Blakely Stump, Coyote Springs Elementary School Principal
1. Certified Poppy Keegan
2. Classified Patricia Burges
3. Volunteer Nancy Ruiz |
| 04:16 | 7. | PUBLIC PARTICIPATION
Participation is reserved for members of the public who have submitted a completed Public Participation Form. Total length of time shall not exceed 30 minutes. Individual times shall not exceed 5 minutes (Policy BEDH). When addressing the Board, speakers are to state their name and subject into the microphone so that their statements may be properly recorded.

Members of the Board may not discuss items that are not specifically on the agenda. Therefore, pursuant to A.R.S. §38-431.01(H), action taken as a result of public comment will be limited to directing staff to study the matter, responding to any criticism or scheduling the matter for further consideration and decision at a later time.
NO PUBLIC PARTICIPATION |

04:34 8.

CONSENT ITEMS

This section includes approval of items such as minutes, routine warrants, purchase orders, travel claims, employee leave requests, employee transfer requests and resignations, gifts to the District, and student and/or staff travel. Documentation concerning the matters on the Consent Agenda may be reviewed at the District office. Upon the request of a Board member, a topic on the Consent Agenda may be removed from this segment of the meeting and discussed as a Regular Agenda item.

A. Personnel Recommendations

B. Governing Board Meeting Minutes of February 11, 2020, February 18, 2020 and March 2, 2020 (audio recordings are posted on the District's website at www.humboldtunified.com)

C. Financial/Business

1. Approval of Accounts Payable voucher(s) in the amount of \$ 1,137,213.26
2. Approval of Payroll voucher(s) in the amount of \$ 2,969,603.91

D. Monthly Budget Report

E. Monthly Student Activities Report

F. Request for ratification of expenditures for Contracts, Work Agreements and supplementals for February 2020

Item 8G pulled from agenda

~~G. Request for approval of out-of-state travel for eligible Bradshaw Mountain High School DECA students and their chaperones to attend the International Conference to be held in Nashville, Tennessee, April 28 – May 3, 2020~~

H. Request for approval of out-of-state travel for eligible 8th grade students and their chaperones to travel to Washington, D.C. in May 2021

I. Discussion and possible action to approve Amendment 4 of the Inter-Governmental Agreement (IGA) with the Arizona Department of Economic Security/Rehabilitation Services Administration (ADES/RSA) for Transition from School to Work (TSW)

J. Request for approval of waivers of conflict of interest regarding legal services provided by the Yavapai County Attorney (for agreements between Yavapai County and the District)

K. Request for approval of revised Sole Source Vendors for FY 19-20

L. Gifts and donations

ITEMS 8A – 8F PASSED UNANIMOUSLY; ITEMS 8H-8L PASSED UNANIMOUSLY

9. **DISCUSSION ITEMS (no action will be taken)**

~~A. School update from Coyote Springs Elementary School Principal Candice Blakely Stump to include:~~

- ~~• CSES 21st Century Teaching and Learning Model~~
- ~~• CSES Co-Teaching / Inclusion Model~~
- ~~• Successes~~

~~B. Yavapai County Education Foundation Mini Grant Recipient Presentations~~

- ~~• Yvonne Berry, Coyote Springs Elementary School~~
- ~~• Dianne Tennant Rucker, Coyote Springs Elementary & Special Services Office~~
- ~~• Krista Bell, Mountain View Elementary School~~
- ~~• Sondra Davis, Glassford Hill Middle School~~
- ~~• Coyote Springs Elementary (site grant)~~

- 08:15 C. Discussion on the Yavapai County Free Library Network and Humboldt Unified School District
- ~~D. Review of the current Auditor General Report for classroom spending~~
- ~~E. Review of Humboldt Unified School District's Pandemic Preparedness Plan, Board Resolution for school closure, and ratification of the approval for school closure~~

10. ACTION

- 29:18 A. Request for approval to award contract for Wide Area Network Services
ITEM 10A TABLED

- 31:00 B. Request for approval of a Title 1 Teacher position at Liberty Traditional School for 2020-2021
PASSED UNANIMOUSLY

- 32:20 C. Request for approval of an FTE increase for a Title 1 Aide position at Lake Valley Elementary School for 2020-2021
PASSED UNANIMOUSLY

- 33:39 D. Review of Humboldt Unified School District's Pandemic Preparedness Plan, Board Resolution for school closure, and ratification of the approval for school closure
PASSED UNANIMOUSLY

11. ANNOUNCEMENTS

- 1:22:29 A. Next Scheduled Board Meetings are:

April 7, 2020	6:30 p.m.	Regular Meeting	@ Liberty Traditional
April 13, 2020	TBD	Special Meeting	@ Transportation Facility
May 12, 2020	6:30 p.m.	Regular Meeting	@ Transportation Facility
June 9, 2020	6:30 p.m.	Regular Meeting	@ Transportation Facility

1:23:05 **12. ADJOURNMENT**

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CONSENT

Item 6D.

Monthly Budget Report

HUMBOLDT UNIFIED SCHOOL DISTRICT

TO: Humboldt Unified School District Governing Board Item # 6D
FROM: Roger Studley, Finance Director Reading
DATE: April 7, 2020 Discuss
SUBJECT: Monthly Budgets - Board Report Action
Consent X

OBJECTIVE: Goal # Planning for Future Student Needs

SUPPORTING DATA:

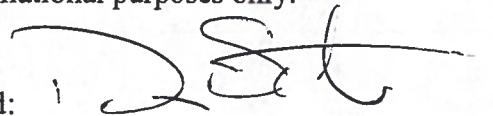
Attached is the monthly Expenditure Budget Balance Report.

This report summarizes district expenditures and current encumbrances per fund.

SUMMARY & RECOMMENDATION:

No action necessary. Report presented for informational purposes only.

Approved for transmittal to the Governing Board:


Dr. Daniel Streeter, Superintendent

Questions should be directed to: Roger Studley, Finance Director 759-4000

Humboldt Unified School District No. 22

Expenditure Budget Balance Report

Fiscal Year: 2019-2020

☒ Summary Only From Date: 3/1/2020 To Date: 3/31/2020

Account Number / Description	Budget	Range To Date	YTD	Balance	Encumbrance	Budget Balance % Remaining Bud
Fund: 001 MAINT & OPER FUNDS						
Fund 001 Total:	\$35,635,227.50	\$2,424,108.87	\$22,799,004.32	\$12,836,223.18	\$9,609,774.34	\$3,226,448.84 9.05%
Fund: 011 CLASSROOM-BASE SAL						
Fund 011 Total:	\$677,139.98	\$0.00	\$344,588.76	\$332,551.22	\$0.00	\$332,551.22 49.11%
Fund: 012 CLASSROOM-PERF PAY						
Fund 012 Total:	\$1,476,645.64	\$0.00	\$0.00	\$1,476,645.64	\$0.00	\$1,476,645.64 100.00%
Fund: 013 CLASSROOM-OTHER						
Fund 013 Total:	\$1,954,068.38	\$2,832.71	\$451,520.93	\$1,502,547.45	\$0.00	\$1,502,547.45 76.89%
Fund: 021 INDIAN GAMING-INSTRUCTION IMPROV						
Fund 021 Total:	\$64,608.12	\$0.00	\$0.00	\$64,608.12	\$0.00	\$64,608.12 100.00%
Fund: 022 INDIAN GAMING-INSTRUCTIONAL IMPROV						
Fund 022 Total:	\$271.00	\$0.00	\$0.00	\$271.00	\$0.00	\$271.00 100.00%
Fund: 024 INDIAN GAMING - INSTRUCTIONAL IMPROV						
Fund 024 Total:	\$435,190.25	\$14,276.76	\$133,146.56	\$302,043.69	\$70,462.15	\$231,581.54 53.21%
Fund: 071 SEI - STRUCTURED ENGLISH IMMERSION						
Fund 071 Total:	\$155,511.46	\$10,589.28	\$106,132.56	\$49,378.90	\$39,797.73	\$9,581.17 6.16%
Fund: 110 TITLE 1 LEA						
Fund 110 Total:	\$395,370.35	\$0.00	\$154,269.84	\$241,100.51	\$410.66	\$240,689.85 60.88%
Fund: 111 TITLE 1 LEA						
Fund 111 Total:	\$1,538,580.07	\$95,703.82	\$875,321.84	\$663,258.23	\$349,598.85	\$313,659.38 20.39%
Fund: 112 TITLE 1-D NEGLECT/DELINQUENT(14/15)						
Fund 112 Total:	\$3,834.35	\$0.00	\$0.00	\$3,834.35	\$0.00	\$3,834.35 100.00%
Fund: 113 TITLE 1-D NEGLECT/DELINQUENT(15/16)						

Humboldt Unified School District No. 22

Expenditure Budget Balance Report

Fiscal Year: 2019-2020

Account Number / Description



Summary Only

From Date: 3/1/2020

To Date: 3/31/2020

Account Number / Description	Budget	Range To Date	YTD	Balance	Encumbrance	% Remaining Bud
Fund 113 Total:	\$121,036.67	\$0.00	\$0.00	\$121,036.67	\$108,509.37	\$12,527.30 10.35%
Fund 140						
TITLE II-IMPROV TEACHER QUAL(14/15)						
Fund 140 Total:	\$170,407.98	\$0.00	\$40,467.51	\$129,940.47	\$0.00	\$129,940.47 76.25%
Fund 141						
TITLE II-IMPROV TEACHER QUAL(15/16)						
Fund 141 Total:	\$292,168.60	\$7,891.43	\$89,907.35	\$202,261.25	\$24,281.41	\$177,979.84 60.92%
Fund 162						
TITLE IV-A STUDENT SUPPORT & ACADEMIC I						
Fund 162 Total:	\$10,667.99	\$0.00	\$0.00	\$10,667.99	\$0.00	\$10,667.99 100.00%
Fund 163						
TOTAL IV-A, STUDENT SUPPORT & ENRICHMEI						
Fund 163 Total:	\$22,200.00	\$0.00	\$0.00	\$22,200.00	\$0.00	\$22,200.00 100.00%
Fund 191						
TITLE III LEP PROGRAM (FY20)						
Fund 191 Total:	\$31,408.68	\$923.77	\$17,327.51	\$14,081.17	\$2,492.72	\$11,588.45 36.90%
Fund 195						
TARGETED SUPPORT & IMPROVEMENT GRN1						
Fund 195 Total:	\$27,900.71	\$0.00	\$18,845.43	\$9,055.28	\$0.00	\$9,055.28 32.46%
Fund 196						
TARGETED SUPPORT & IMPROVEMENT GRN1						
Fund 196 Total:	\$42,500.00	\$240.03	\$4,944.79	\$37,555.21	\$0.00	\$37,555.21 88.37%
Fund 220						
IDEA - BASIC - ENT						
Fund 220 Total:	\$953,042.28	\$77,487.99	\$674,225.45	\$278,816.83	\$314,075.79	(\$35,258.96) -3.70%
Fund 221						
IDEA - PRESCHOOL GRANT						
Fund 221 Total:	\$30,534.28	\$1,747.74	\$17,513.14	\$13,021.14	\$4,065.58	\$8,955.56 29.33%
Fund 260						
CTE BASIC GRANT						
Fund 260 Total:	\$114,183.49	\$1,305.27	\$17,557.83	\$96,625.66	\$12,001.02	\$84,624.64 74.11%
Fund 261						
CTE BASIC GRANT						
Fund 261 Total:	\$107,128.84	\$0.00	\$53,540.36	\$53,588.48	\$0.00	\$53,588.48

Humboldt Unified School District No. 22

Expenditure Budget Balance Report

Fiscal Year: 2019-2020

Account Number / Description

☒ Summary Only From Date: 3/1/2020 To Date: 3/31/2020

Account Number / Description	Budget	Range To Date	YTD	Balance	Encumbrance	Budget Balance % Remaining Bud
Fund: 290 MEDICAID OUTREACH						50.02%
Fund 290 Total:	\$133,290.85	\$1,566.47	\$18,014.86	\$115,275.99	\$6,892.47	\$108,383.52
Fund: 291 MEDICAID DIRECT						81.31%
Fund 291 Total:	\$1,280,149.53	\$20,692.27	\$355,027.97	\$925,121.56	\$226,061.40	\$699,060.16
Fund: 349 NAT'L FOREST FEES						54.61%
Fund 349 Total:	\$1,089,586.80	\$46,323.92	\$445,763.14	\$643,823.66	\$215,394.26	\$428,429.40
Fund: 353 TAYLOR GRAZING						39.32%
Fund 353 Total:	\$87,713.00	\$2,614.78	\$22,971.28	\$64,741.72	\$9,578.24	\$55,163.48
Fund: 354 LEADERS FOR SCHOOL WELLNESS SUBGRA						62.89%
Fund 354 Total:	\$55,750.00	\$4,433.43	\$39,377.65	\$16,372.35	\$17,549.61	(\$1,177.26)
Fund: 374 E-RATE						-2.11%
Fund 374 Total:	\$101,097.91	\$0.00	\$0.00	\$101,097.91	\$0.00	\$101,097.91
Fund: 400 CTE PRIORITY PROGRAM						100.00%
Fund 400 Total:	\$44,421.31	\$976.00	\$8,711.15	\$35,710.16	\$8,544.55	\$27,165.61
Fund: 435 ACADEMIC CONTESTS						61.15%
Fund 435 Total:	\$1,134.04	\$0.00	\$0.00	\$1,134.04	\$0.00	\$1,134.04
Fund: 450 GIFTED						100.00%
Fund 450 Total:	\$4,116.46	\$397.83	\$1,774.17	\$2,342.29	\$2,214.22	\$128.07
Fund: 456 COLLEGE CREDIT BY EXAMINATION INCENTIV						3.11%
Fund 456 Total:	\$21,596.43	\$20,677.11	\$20,677.11	\$919.32	\$0.00	\$919.32
Fund: 457 RESULTS - BASED FUNDING						4.26%
Fund 457 Total:	\$86,959.74	\$1,425.46	\$43,264.88	\$43,694.86	\$4,290.15	\$39,404.71

Humboldt Unified School District No. 22

Expenditure Budget Balance Report

Fiscal Year: 2019-2020

Account Number / Description

☒ Summary Only

From Date: 3/1/2020

To Date: 3/31/2020

Budget Balance
% Remaining Bud

Fund:	485	WRP	Budget	Range To Date	YTD	Balance	Encumbrance	Budget Balance % Remaining Bud
		Fund 485 Total:	\$237,328.72	\$18,278.77	\$152,268.00	\$85,060.72	\$64,856.53	\$20,204.19 8.51%
Fund:	499	RURAL ASSISTANCE						
		Fund 499 Total:	\$4,068.54	\$0.00	\$0.00	\$4,068.54	\$0.00	\$4,068.54 100.00%
Fund:	500	SCH PLANT- > 1 YR						
		Fund 500 Total:	\$128,246.14	\$0.00	\$23,475.11	\$104,771.03	\$25,328.73	\$79,442.30 61.95%
Fund:	510	FOOD SERVICE						
		Fund 510 Total:	\$2,722,659.81	\$180,194.04	\$1,862,400.49	\$860,259.32	\$744,426.17	\$115,833.15 4.25%
Fund:	515	CMIC CENTER						
		Fund 515 Total:	\$173,741.40	\$4,791.86	\$46,953.73	\$126,787.67	\$11,547.11	\$115,240.56 66.33%
Fund:	517	BUS RENTAL						
		Fund 517 Total:	\$365,348.72	\$0.00	\$0.00	\$365,348.72	\$0.00	\$365,348.72 100.00%
Fund:	522	BEFORE/AFTER SCHOOL PROGRAM						
		Fund 522 Total:	\$203,337.25	\$6,621.90	\$64,377.55	\$138,959.70	\$19,357.27	\$119,602.43 58.82%
Fund:	523	BRIGHT FUTURES PRESCHOOL						
		Fund 523 Total:	\$132,611.05	\$11,237.12	\$114,706.44	\$17,904.61	\$33,227.69	(\$15,323.08) -11.55%
Fund:	525	AUX OPERATIONS						
		Fund 525 Total:	\$776,695.99	\$18,843.80	\$285,121.64	\$491,574.35	\$77,091.40	\$414,482.95 53.36%
Fund:	526	ACT FEES TAX CRED						
		Fund 526 Total:	\$734,322.84	\$19,198.78	\$128,999.91	\$605,322.93	\$49,692.93	\$555,630.00 75.67%
Fund:	530	GIFTS & DONATIONS						
		Fund 530 Total:	\$181,264.98	\$6,325.04	\$36,382.60	\$144,882.38	\$6,813.21	\$138,069.17 76.17%
Fund:	540	FINGERPRINT						

Humboldt Unified School District No. 22

Expenditure Budget Balance Report

Fiscal Year: 2019-2020

Account Number / Description

☒ Summary Only

From Date: 3/1/2020

To Date: 3/31/2020

Account Number / Description	Budget	Range To Date	YTD	Balance	Encumbrance	Budget Balance % Remaining Bud
Fund 540 Total:	\$5,661.43	\$0.00	\$0.00	\$5,661.43	\$0.00	\$5,661.43 100.00%
Fund 550 INSURANCE PROCEEDS						
Fund 550 Total:	\$317,748.28	\$5,669.30	\$6,669.30	\$311,078.98	\$708.20	\$310,370.78 97.68%
Fund 551 INSURANCE - AEI						
Fund 551 Total:	\$50,250.14	\$601.72	\$4,814.28	\$45,435.86	\$2,407.69	\$43,028.17 85.63%
Fund 555 TEXTBOOKS						
Fund 555 Total:	\$21,246.01	\$0.00	\$0.00	\$21,246.01	\$0.00	\$21,246.01 100.00%
Fund 565 LITIGATION RECOVERY						
Fund 565 Total:	\$26,154.34	\$0.00	\$250.00	\$25,904.34	\$1,195.00	\$24,709.34 94.48%
Fund 570 INDIRECT COSTS						
Fund 570 Total:	\$1,237,087.86	\$52,533.07	\$527,568.17	\$709,519.69	\$258,544.45	\$450,975.24 36.45%
Fund 575 UNEMPLOYMENT INSURANCE						
Fund 575 Total:	\$108,840.32	\$0.00	\$0.00	\$108,840.32	\$0.00	\$108,840.32 100.00%
Fund 590 GRANT/GIFT TEACHER						
Fund 590 Total:	\$21,928.90	\$0.00	\$0.00	\$21,928.90	\$0.00	\$21,928.90 100.00%
Fund 595 SCHOOL BUS ADVERTISEMENT						
Fund 595 Total:	\$5,810.91	\$0.00	\$0.00	\$5,810.91	\$0.00	\$5,810.91 100.00%
Fund 596 JTED - MTN. INSTITUTE						
Fund 596 Total:	\$1,051,306.66	\$18,315.29	\$164,708.16	\$886,598.50	\$144,059.04	\$742,539.46 70.63%
Fund 610 CAPITAL OUTLAY						
Fund 610 Total:	\$3,881,153.71	\$191,551.67	\$1,196,661.27	\$2,684,492.44	\$782,536.04	\$1,901,956.40 49.00%
Fund 630 BOND BUILDING						
Fund 630 Total:	\$317,148.64	\$0.00	\$296,303.86	\$20,844.78	\$0.00	\$20,844.78

CONSENT

Item 6E.

Student Activities Report

HUMBOLDT UNIFIED SCHOOL DISTRICT

TO: Humboldt Unified School District Governing Board Item # **6 E**
FROM: Roger Studley, Finance Director Reading
DATE: April 7, 2020 Discuss
SUBJECT: Student Activities - Board Report Action
Consent X

OBJECTIVE: Goal # Planning for Future Student Needs

SUPPORTING DATA:

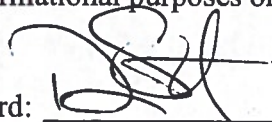
Attached is the monthly Student Activity Report.

This report summarizes student activities (club) expenditures and current encumbrances per fund.

SUMMARY & RECOMMENDATION:

No action necessary. Report presented for informational purposes only.

Approved for transmittal to the Governing Board:



Dr. Daniel Streeter, Superintendent

Questions should be directed to: Roger Studley, Finance Director 759-4000

Humboldt Unified School District No. 22

850 STUDENT ACTIVITIES BOARD REPORT

Fiscal Year: 2019-2020

☐ Subtotal by Collapse Mask

☐ Include pre encumbrance

From Date: 3/1/2020

To Date: 3/31/2020

☐ Exclude Inactive Accounts with zero balance ☒ Filter Encumbrance Detail by Date Range

Account Number	Description	GL Budget	Range To Date	YTD	Balance	Encumbrance	Budget Balance % Bud
850.100.1000.6000.110.1319	GENERIC EXPENSE	\$6,152.94	\$0.00	\$0.00	\$6,152.94	\$0.00	\$6,152.94 100.00%
850.610.1000.6610.110.1319	GENERAL SUPPLIES	\$0.00	\$0.00	\$411.54	(\$411.54)	\$0.00	(\$411.54) 0.00%
	COURSE: STUDENT COUNCIL - 1319	\$6,152.94	\$0.00	\$411.54	\$5,741.40	\$0.00	\$5,741.40 93.31%
	UNIT: LVES - 110	\$6,152.94	\$0.00	\$411.54	\$5,741.40	\$0.00	\$5,741.40 93.31%
850.100.1000.6000.120.1319	GENERIC EXPENSE	\$2,823.59	\$0.00	\$0.00	\$2,823.59	\$0.00	\$2,823.59 100.00%
850.610.1000.6610.120.1319	GENERAL SUPPLIES	\$0.00	\$0.00	\$192.61	(\$192.61)	\$307.39	(\$500.00) 0.00%
	COURSE: STUDENT COUNCIL - 1319	\$2,823.59	\$0.00	\$192.61	\$2,630.98	\$307.39	\$2,323.59 82.29%
850.100.1000.6000.120.1362	GENERIC EXPENSE	\$2,442.61	\$0.00	\$0.00	\$2,442.61	\$0.00	\$2,442.61 100.00%
850.610.1000.6610.120.1362	GENERAL SUPPLIES	\$0.00	\$171.37	\$171.37	(\$171.37)	\$328.63	(\$500.00) 0.00%
	COURSE: NATIONAL HONOR SOCIETY - 1362	\$2,442.61	\$171.37	\$171.37	\$2,271.24	\$328.63	\$1,942.61 79.53%
850.100.1000.6000.120.1385	GENERIC EXPENSE	\$376.29	\$0.00	\$0.00	\$376.29	\$0.00	\$376.29 100.00%
	COURSE: SCIENCE - 1385	\$376.29	\$0.00	\$0.00	\$376.29	\$0.00	\$376.29 100.00%
	UNIT: BMMS - 120	\$5,642.49	\$171.37	\$363.98	\$5,278.51	\$636.02	\$4,642.49 82.28%
850.100.1000.6000.125.1319	GENERIC EXPENSE	\$13,455.73	\$0.00	\$0.00	\$13,455.73	\$0.00	\$13,455.73 100.00%
850.100.1000.6610.125.1319	GENERAL SUPPLIES	\$0.00	\$0.00	\$1,359.42	(\$1,359.42)	\$540.58	(\$1,900.00) 0.00%
850.610.1000.6610.125.1319	GENERAL SUPPLIES	\$0.00	\$0.00	\$2,599.00	(\$2,599.00)	\$0.00	(\$2,599.00) 0.00%
850.610.1000.6810.125.1319	DUES AND FEES	\$0.00	\$675.00	\$675.00	(\$675.00)	\$0.00	(\$675.00) 0.00%
850.610.1000.6890.125.1319	MISC EXPENDITURES	\$0.00	\$0.00	\$2,375.00	(\$2,375.00)	\$0.00	(\$2,375.00) 0.00%
850.610.2790.6519.125.1319	TRANSP - PRIVATE	\$0.00	\$0.00	\$4,313.00	(\$4,313.00)	\$0.00	(\$4,313.00) 0.00%
	COURSE: STUDENT COUNCIL - 1319	\$13,455.73	\$675.00	\$11,321.42	\$2,134.31	\$540.58	\$1,593.73 11.84%
850.100.1000.6000.125.1362	GENERIC EXPENSE	\$439.49	\$0.00	\$0.00	\$439.49	\$0.00	\$439.49 100.00%
850.610.1000.6610.125.1362	DUES AND FEES	\$0.00	\$0.00	\$385.00	(\$385.00)	\$0.00	(\$385.00) 0.00%
	COURSE: NATIONAL HONOR SOCIETY - 1362	\$439.49	\$0.00	\$385.00	\$54.49	\$0.00	\$54.49 12.40%
	UNIT: GHMS - 125	\$13,895.22	\$675.00	\$11,706.42	\$2,188.80	\$540.58	\$1,648.22 11.86%
850.100.1000.6000.131.1319	GENERIC EXPENSE	\$5,165.32	\$0.00	\$0.00	\$5,165.32	\$0.00	\$5,165.32 100.00%
850.100.1000.6610.131.1319	GENERAL SUPPLIES	\$0.00	\$0.00	\$168.70	(\$168.70)	\$331.30	(\$500.00) 0.00%
	COURSE: STUDENT COUNCIL - 1319	\$5,165.32	\$0.00	\$168.70	\$4,996.62	\$331.30	\$4,665.32 90.32%
	UNIT: HES - 131	\$5,165.32	\$0.00	\$168.70	\$4,996.62	\$331.30	\$4,665.32 90.32%
850.100.1000.6000.132.1319	GENERIC EXPENSE	\$2,288.56	\$0.00	\$0.00	\$2,288.56	\$0.00	\$2,288.56 100.00%
850.610.1000.6610.132.1319	GENERAL SUPPLIES	\$0.00	\$0.00	\$267.87	(\$267.87)	\$157.59	(\$425.46) 0.00%
850.610.2630.6431.132.1319	REPAIRS/MAINT - NON-TECH	\$0.00	\$0.00	\$0.00	\$0.00	\$250.00	(\$250.00) 0.00%
	COURSE: STUDENT COUNCIL - 1319	\$2,288.56	\$0.00	\$267.87	\$2,020.69	\$407.59	\$1,613.10 70.49%
	UNIT: MVES - 132	\$2,288.56	\$0.00	\$267.87	\$2,020.69	\$407.59	\$1,613.10 70.49%
850.100.1000.6000.133.1319	GENERIC EXPENSE	\$1,545.08	\$0.00	\$0.00	\$1,545.08	\$0.00	\$1,545.08 100.00%
850.610.1000.6610.133.1319	GENERAL SUPPLIES	\$0.00	\$0.00	\$58.36	(\$58.36)	\$0.00	(\$58.36) 0.00%
	COURSE: STUDENT COUNCIL - 1319	\$1,545.08	\$0.00	\$58.36	\$1,486.72	\$0.00	\$1,486.72 96.22%
	UNIT: CSSES - 133	\$1,545.08	\$0.00	\$58.36	\$1,486.72	\$0.00	\$1,486.72 96.22%

Humboldt Unified School District No. 22

850 STUDENT ACTIVITIES BOARD REPORT

Fiscal Year: 2019-2020

☐ Subtotal by Collapse Mask

☐ Include pre encumbrance

☐ Print accounts with zero balance

☒ Filter Encumbrance Detail by Date Range

From Date: 3/1/2020

To Date: 3/31/2020

Account Number	Description	GL Budget	Range To Date	YTD	Balance	Encumbrance	Budget Balance % Bud
850.100.1000.6000.134.1319	GENERIC EXPENSE	\$5,073.03	\$0.00	\$0.00	\$5,073.03	\$0.00	\$5,073.03 100.00%
850.100.1000.6000.134.1319	GENERAL SUPPLIES	\$0.00	\$0.00	\$367.89	(\$367.89)	\$0.00	(\$367.89) 0.00%
850.610.1000.6610.134.1319	GENERAL SUPPLIES	\$0.00	\$0.00	\$232.17	(\$232.17)	\$75.00	(\$307.17) 0.00%
850.610.1000.6731.134.1319	FF&E <\$1,000 (less than)	\$0.00	\$603.39	\$603.39	(\$603.39)	\$38.78	(\$642.17) 0.00%
	COURSE: STUDENT COUNCIL - 1319	\$5,073.03	\$603.39	\$1,203.45	\$3,869.58	\$113.78	\$3,755.80 74.03%
850.100.1000.6000.134.2203	GENERIC EXPENSE	\$185.00	\$0.00	\$0.00	\$185.00	\$0.00	\$185.00 100.00%
850.610.1000.6610.134.2203	GENERAL SUPPLIES	\$0.00	\$0.00	\$0.00	\$0.00	\$125.00	(\$125.00) 0.00%
	COURSE: CLUB-JOHNIOR OPTIMISTS - 2203	\$185.00	\$0.00	\$0.00	\$185.00	\$125.00	\$60.00 32.43%
	UNIT: LTS - 134	\$5,258.03	\$603.39	\$1,203.45	\$4,054.58	\$238.78	\$3,815.80 72.57%
850.100.1000.6000.135.1319	GENERIC EXPENSE	\$1,477.82	\$0.00	\$0.00	\$1,477.82	\$0.00	\$1,477.82 100.00%
	COURSE: STUDENT COUNCIL - 1319	\$1,477.82	\$0.00	\$0.00	\$1,477.82	\$0.00	\$1,477.82 100.00%
850.100.1000.6000.135.1355	GENERIC EXPENSE	\$432.00	\$0.00	\$0.00	\$432.00	\$0.00	\$432.00 100.00%
850.610.1000.6610.135.1355	GENERAL SUPPLIES	\$0.00	\$4.72	\$83.59	(\$83.59)	\$0.00	(\$83.59) 0.00%
	COURSE: CHORUS/CHOIR - 1355	\$432.00	\$4.72	\$83.59	\$348.41	\$0.00	\$348.41 80.65%
	UNIT: GRANVILLE ELEMENTARY SCHOOL - 135	\$1,909.82	\$4.72	\$83.59	\$1,826.23	\$0.00	\$1,826.23 95.62%
850.100.1000.6000.230.1311	GENERIC EXPENSE	\$2,223.52	\$0.00	\$0.00	\$2,223.52	\$0.00	\$2,223.52 100.00%
850.610.1000.6610.230.1311	GENERAL SUPPLIES	\$0.00	\$0.00	\$999.19	(\$999.19)	\$0.00	(\$999.19) 0.00%
	COURSE: HOSA/SPORTS MEDICINE - 1311	\$2,223.52	\$0.00	\$999.19	\$1,224.33	\$0.00	\$1,224.33 55.06%
850.100.1000.6000.230.1316	GENERIC EXPENSE	\$6,464.19	\$0.00	\$0.00	\$6,464.19	\$0.00	\$6,464.19 100.00%
850.610.1000.6610.230.1316	GENERAL SUPPLIES	\$0.00	\$0.00	\$0.00	\$0.00	\$60.00	(\$60.00) 0.00%
850.610.1000.6890.230.1316	MISC EXPENDITURES	\$0.00	\$1,330.00	\$2,005.00	(\$2,005.00)	\$455.00	(\$2,460.00) 0.00%
	COURSE: HOSANURSING - 1316	\$6,464.19	\$1,330.00	\$2,005.00	\$4,459.19	\$515.00	\$3,944.19 61.02%
850.100.1000.6000.230.1319	GENERIC EXPENSE	\$29,174.72	\$0.00	\$0.00	\$29,174.72	\$0.00	\$29,174.72 100.00%
850.100.1000.6731.230.1319	Furn & Equip > \$1000	\$0.00	\$283.16	\$283.16	(\$283.16)	\$0.00	(\$283.16) 0.00%
850.400.2710.6627.230.1319	DIESEL FUEL	\$0.00	\$0.00	\$414.34	(\$414.34)	\$0.00	(\$414.34) 0.00%
850.610.1000.6580.230.1319	TRAVEL	\$0.00	\$0.00	\$144.61	(\$144.61)	\$0.00	(\$144.61) 0.00%
850.610.1000.6610.230.1319	GENERAL SUPPLIES	\$0.00	\$768.41	\$2,878.56	(\$2,878.56)	\$742.43	(\$3,620.99) 0.00%
850.610.1000.6732.230.1319	FF&E \$1000 - \$4999	\$0.00	\$0.00	\$5,932.10	(\$5,932.10)	\$0.00	(\$5,932.10) 0.00%
850.610.1000.6810.230.1319	FF&E > \$5,000	\$0.00	\$0.00	\$7,933.50	(\$7,933.50)	\$0.00	(\$7,933.50) 0.00%
850.610.1000.6890.230.1319	DUES AND FEES	\$0.00	\$0.00	\$250.00	(\$250.00)	\$10.92	(\$260.92) 0.00%
850.610.1000.6890.230.1319	MISC EXPENDITURES	\$0.00	\$0.00	\$2,236.50	(\$2,236.50)	\$0.00	(\$2,236.50) 0.00%
850.610.2190.6340.230.1319	TECHNICAL SERVICES	\$0.00	\$0.00	\$4,857.50	(\$4,857.50)	\$162.50	(\$5,020.00) 0.00%
850.610.2660.6340.230.1319	TECHNICAL SERVICES	\$0.00	\$0.00	\$420.00	(\$420.00)	\$0.00	(\$420.00) 0.00%
	COURSE: STUDENT COUNCIL - 1319	\$29,174.72	\$1,051.57	\$25,350.27	\$3,824.45	\$915.85	\$2,908.60 9.97%
850.100.1000.6000.230.1320	GENERIC EXPENSE	\$37.29	\$0.00	\$0.00	\$37.29	\$0.00	\$37.29 100.00%
	COURSE: UPWARD BOUND WARRIORS - 1320	\$37.29	\$0.00	\$0.00	\$37.29	\$0.00	\$37.29 100.00%
850.100.1000.6000.230.1361	GENERIC EXPENSE	\$3,282.43	\$0.00	\$0.00	\$3,282.43	\$0.00	\$3,282.43 100.00%
850.400.2710.6627.230.1361	DIESEL FUEL	\$0.00	\$0.00	\$198.64	(\$198.64)	\$0.00	(\$198.64) 0.00%
850.610.1000.6610.230.1361	GENERAL SUPPLIES	\$0.00	\$0.00	\$0.00	\$0.00	\$550.00	(\$550.00) 0.00%
	COURSE: MU ALPHA THETA - 1361	\$3,282.43	\$0.00	\$198.64	\$3,083.79	\$550.00	\$2,533.79 77.19%

Humboldt Unified School District No. 22

850 STUDENT ACTIVITIES BOARD REPORT

Fiscal Year: 2019-2020

☐ Subtotal by Collapse Mask

☐ Include pre encumbrance

From Date: 3/1/2020

To Date: 3/31/2020

☐ Print accounts with zero balance

☒ Filter Encumbrance Detail by Date Range

☐ Exclude Inactive Accounts with zero balance

Account Number	Description	GL Budget	Range To Date	YTD	Balance	Encumbrance	Budget Balance % Bud
850.100.1000.6000.230.1362	GENERIC EXPENSE	\$2,132.32	\$0.00	\$0.00	\$2,132.32	\$0.00	\$2,132.32 100.00%
850.610.1000.6810.230.1362	DUES AND FEES	\$0.00	\$0.00	\$385.00	(\$385.00)	\$0.00	(\$385.00) 0.00%
	COURSE: NATIONAL HONOR SOCIETY - 1362	\$2,132.32	\$0.00	\$385.00	\$1,747.32	\$0.00	\$1,747.32 81.94%
850.100.1000.6000.230.1363	GENERIC EXPENSE	\$351.86	\$0.00	\$0.00	\$351.86	\$0.00	\$351.86 100.00%
	COURSE: ART - 1363	\$351.86	\$0.00	\$0.00	\$351.86	\$0.00	\$351.86 100.00%
850.100.1000.6000.230.1364	GENERIC EXPENSE	\$1,490.43	\$0.00	\$0.00	\$1,490.43	\$0.00	\$1,490.43 100.00%
850.610.1000.6610.230.1364	GENERAL SUPPLIES	\$0.00	\$0.00	\$0.00	\$0.00	\$1,148.56	(\$1,148.56) 0.00%
	COURSE: AVID - 1364	\$1,490.43	\$0.00	\$0.00	\$1,490.43	\$1,148.56	\$341.87 22.94%
850.100.1000.6000.230.1368	GENERIC EXPENSE	\$5,325.00	\$0.00	\$0.00	\$5,325.00	\$0.00	\$5,325.00 100.00%
850.610.1000.6610.230.1368	GENERAL SUPPLIES	\$0.00	\$0.00	\$457.44	(\$457.44)	\$0.00	(\$457.44) 0.00%
850.610.1000.6890.230.1368	MISC EXPENDITURES	\$0.00	\$0.00	\$1,210.00	(\$1,210.00)	\$3,000.00	(\$4,210.00) 0.00%
	COURSE: DECA - 1368	\$5,325.00	\$0.00	\$1,667.44	\$3,657.56	\$3,000.00	\$657.56 12.35%
850.100.1000.6000.230.1375	GENERIC EXPENSE	\$4,395.03	\$0.00	\$0.00	\$4,395.03	\$0.00	\$4,395.03 100.00%
850.400.2710.6627.230.1375	DIESEL FUEL	\$0.00	\$102.00	\$529.40	(\$529.40)	\$0.00	(\$529.40) 0.00%
850.610.1000.6610.230.1375	GENERAL SUPPLIES	\$0.00	\$0.00	\$135.07	(\$135.07)	\$519.50	(\$654.57) 0.00%
850.610.1000.6890.230.1375	MISC EXPENDITURES	\$0.00	\$0.00	\$510.00	(\$510.00)	\$0.00	(\$510.00) 0.00%
	COURSE: INTERACT - 1375	\$4,395.03	\$102.00	\$1,174.47	\$3,220.56	\$519.50	\$2,701.06 61.46%
850.100.1000.6000.230.1378	GENERIC EXPENSE	\$33.48	\$0.00	\$0.00	\$33.48	\$0.00	\$33.48 100.00%
	COURSE: FRENCH CLUB - 1378	\$33.48	\$0.00	\$0.00	\$33.48	\$0.00	\$33.48 100.00%
850.100.1000.6000.230.1383	GENERIC EXPENSE	\$822.27	\$0.00	\$0.00	\$822.27	\$0.00	\$822.27 100.00%
850.610.1000.6610.230.1383	GENERAL SUPPLIES	\$0.00	\$53.95	\$299.33	(\$299.33)	\$75.67	(\$375.00) 0.00%
850.610.1000.6810.230.1383	DUES AND FEES	\$0.00	\$0.00	\$105.00	(\$105.00)	\$0.00	(\$105.00) 0.00%
	COURSE: NATIONAL ART HONOR SOCIETY - 1383	\$822.27	\$53.95	\$404.33	\$417.94	\$75.67	\$342.27 41.63%
850.100.1000.6000.230.1403	GENERIC EXPENSE	\$3,847.91	\$0.00	\$0.00	\$3,847.91	\$0.00	\$3,847.91 100.00%
850.610.1000.6610.230.1403	GENERAL SUPPLIES	\$0.00	\$102.07	\$1,783.55	(\$1,783.55)	\$366.45	(\$2,150.00) 0.00%
	COURSE: P.A.L.S. - 1403	\$3,847.91	\$102.07	\$1,783.55	\$2,064.36	\$366.45	\$1,697.91 44.13%
850.100.1000.6000.230.1405	GENERIC EXPENSE	\$20.11	\$0.00	\$0.00	\$20.11	\$0.00	\$20.11 100.00%
	COURSE: BASEBALL - 1405	\$20.11	\$0.00	\$0.00	\$20.11	\$0.00	\$20.11 100.00%
850.100.1000.6000.230.1432	GENERIC EXPENSE	\$215.67	\$0.00	\$0.00	\$215.67	\$0.00	\$215.67 100.00%
	COURSE: GIRLS BASKETBALL - 1432	\$215.67	\$0.00	\$0.00	\$215.67	\$0.00	\$215.67 100.00%
850.100.1000.6000.230.1469	GENERIC EXPENSE	\$60.69	\$0.00	\$0.00	\$60.69	\$0.00	\$60.69 100.00%
	COURSE: G.O.A.L.S. CLUB - 1469	\$60.69	\$0.00	\$0.00	\$60.69	\$0.00	\$60.69 100.00%
850.100.1000.6000.230.2201	GENERIC EXPENSE	\$811.97	\$0.00	\$0.00	\$811.97	\$0.00	\$811.97 100.00%
	COURSE: CLUB-FBLA (FUTURE BUS LDRS AMERICA) - 2201	\$811.97	\$0.00	\$0.00	\$811.97	\$0.00	\$811.97 100.00%
	UNIT: BMHS - 230	\$60,688.89	\$2,639.59	\$33,967.89	\$26,721.00	\$7,091.03	\$19,629.97 32.35%

Humboldt Unified School District No. 22

850 STUDENT ACTIVITIES BOARD REPORT

Fiscal Year: 2019-2020

☐ Subtotal by Collapse Mask

☐ Include pre encumbrance

☐ Print accounts with zero balance

☒ Filter Encumbrance Detail by Date Range

☐ Exclude Inactive Accounts with zero balance

Description

Account Number

GL Budget

YTD

Balance

Encumbrance

Budget Balance % Bud

Grand Total:

\$102,546.35

\$4,094.07

\$48,231.80

\$54,314.55

\$9,245.30

\$45,069.25

43.95%

End of Report

CONSENT

Item 6F.

Ratification of Expenditures

HUMBOLDT UNIFIED SCHOOL DISTRICT

TO:	Humboldt Unified School District Governing Board	Item # 6F
FROM:	Cole Young, Assistant Superintendent - Operations	Reading
DATE:	Tuesday, April 7, 2020	Discuss
SUBJECT:	Ratifications of Expenditures for Contracts / Work Agreements & Supplementals	Action
		Consent X

OBJECTIVE: Board Governance

SUPPORTING DATA:

This is the approval of ratifications of all Contracts, Work Agreements and Supplementals from March during the 2019-2020 school year.

Information related to Contract, Work Agreements and Supplementals are matters of public record and available at the District Office upon request.

SUMMARY & RECOMMENDATION:

It is recommended that the Governing Board approve the ratification of all Contracts, Work Agreements and Supplementals from March during the 2019-2020 school year.

Sample Motion:

I move to approve the ratification of all Contracts, Work Agreements and Supplementals from March during the 2019-2020 school year.

Approved for transmittal to the Governing Board:



Dr. Daniel Streeter, Superintendent

Questions should be directed to: Cole Young, Assistant Superintendent (759-5016)

CONSENT

Item 6G.

Title One Summer School

HUMBOLDT UNIFIED SCHOOL DISTRICT

TO: Humboldt Unified School District Governing Board Item # 66 G
FROM: Dr. Rob Bueche, Executive Director of Federal Programs & Educational Services Reading
DATE: April 7, 2020 Discuss
SUBJECT: Title I Summer School Action
Consent X

OBJECTIVE: Goal #1: To Raise the Level of Student Achievement

SUPPORTING DATA:

The District administration would like to offer a district-wide Title I Summer School to help identify students with reading deficiencies and address their needs through supplemental reading instruction. As per federal regulations, we can offer a summer school that mirrors our current K-6 schoolwide reading intervention program offered at the elementary schools. Identification of student eligibility will be based on Galileo benchmark assessment data, DIBELS benchmark assessment data, and teacher recommendation. Class sizes will be a maximum of 22 students. Summer school dates will run from Monday, June 1st - Thursday, June 25th - (four weeks, four days per week) from 8:30 am - 12:30 pm. The allocation that has been set aside through the Title I grant is \$65,000. This amount will cover all expenditures related to the complete funding of Title I Summer School.

We are planning to hire:

1 Summer School Coordinator
13 Teachers
13 Teacher Aides
1 Administrative/Attendance/Receptionist Secretary
1 Data Assessment Coordinator (10 days)
5 Bus Drivers

SUMMARY & RECOMMENDATION:

It is the recommendation of administration that the Governing Board approve the District Title I Summer School.

Sample Motion:

I move to approve Title I Summer School as presented above for the 2020 summer school session.

Approved for transmittal to the Governing Board:


Dr. Daniel Streeter, Superintendent

Questions should be directed to: Dr. Rob Bueche, Executive Director of Federal Programs/Educational Services, 759-4010

CONSENT

Item 6H.

Spring Break Revision on 2020-2021 School Calendars

HUMBOLDT UNIFIED SCHOOL DISTRICT

TO:	Humboldt Unified School District Governing Board	Item # 64
FROM:	Cole Young, Assistant Superintendent - Operations	Reading
DATE:	Tuesday, April 7, 2020	Discuss
SUBJECT:	Board Approval of K-8 & High School 2020-21 Calendar Adjustment for Spring Break and Early Release	Action
		Consent X

OBJECTIVE: Goal #2: To Focus on Planning for Future Student Needs

SUPPORTING DATA:

On December 10, 2019, the Board approved District calendars for the next three years. Since such time, there has been a change in the alignment of our students with Yavapai College and the Mountain Institute CTED during Spring Break of the upcoming 2020-2021 school year. These are programs that our students use to access dual enrollment college credits and technical expertise and certification programs. With that being said, currently, as approved, our students would have to attend these programs while HUSD is on Spring Break.

SUMMARY & RECOMMENDATION:

It is the administrative recommendation that we move the Spring Break that was previously approved to be observed from March 8th through the 12th to March 15th through the 19th for the 2020-2021 school year calendars (K-8 & High School), with the corresponding early release day to reflect the Friday prior to the break.

Sample Motion:

I move to approve the date change of Spring Break to March 15th through the 19th for the 2020-2021 school year calendars (K-8 & High School), with the corresponding two-hour early release day to reflect the Friday prior to the break, on March 12th.

Approved for transmittal to the Governing Board:


Dr. Daniel Streeter, Superintendent

Questions should be directed to: Cole Young, Assistant Superintendent (759-5016)

HUMBOLDT UNIFIED SCHOOL DISTRICT #22
2020-2021 SCHOOL YEAR CALENDAR
KINDERGARTEN - 8TH GRADE

July							August							September							October						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
			1	2	3	4							1			1	2	3	4	5					1	2	3
5	6	7	8	9	10	11	2	3	4	5	6	7	8	6	7	8	9	10	11	12	4	5	6	7	8	9	10
12	13	14	15	16	17	18	9	10	11	12	13	14	15	13	14	15	16	17	18	19	11	12	13	14	15	16	17
19	20	21	22	23	24	25	16	17	18	19	20	21	22	20	21	22	23	24	25	26	18	19	20	21	22	23	24
26	27	28	29	30	31		23	24	25	26	27	28	29	27	28	29	30				25	26	27	28	29	30	31
							30	31																			
November							December							January							February						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
1	2	3	4	5	6	7			1	2	3	4	5						1	2		1	2	3	4	5	6
8	9	10	11	12	13	14	6	7	8	9	10	11	12	3	4	5	6	7	8	9	7	8	9	10	11	12	13
15	16	17	18	19	20	21	13	14	15	16	17	18	19	10	11	12	13	14	15	16	14	15	16	17	18	19	20
22	23	24	25	26	27	28	20	21	22	23	24	25	26	17	18	19	20	21	22	23	21	22	23	24	25	26	27
29	30						27	28	29	30	31			24	25	26	27	28	29	30	28						
														31													
March							April							May							June						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
	1	2	3	4	5	6					1	2	3							1			1	2	3	4	5
7	8	9	10	11	12	13	4	5	6	7	8	9	10	2	3	4	5	6	7	8	6	7	8	9	10	11	12
14	15	16	17	18	19	20	11	12	13	14	15	16	17	9	10	11	12	13	14	15	13	14	15	16	17	18	19
21	22	23	24	25	26	27	18	19	20	21	22	23	24	16	17	18	19	20	21	22	20	21	22	23	24	25	26
28	29	30	31				25	26	27	28	29	30		23	24	25	26	27	28	29	27	28	29	30			
														30	31												

2020-2021 CALENDAR EXPLANATIONS

July		0	January		19
3	Independence Day observed		1	Winter Break	
20-28	New Teacher In-service		18	Martin Luther King, Jr. Holiday	
29-31	All Teacher In-service (Returning Teachers Report)		February		19
August		21	15	President's Day Holiday	
3	First Day of School		March		18
September		21	12	End of 3rd Quarter / Early Release for K-12 (48 days)	
7	Labor Day Holiday		15-19	Spring Break	
October		17	April		20
4	End of 1st Quarter/Early Release for K-12 (49 days)		2	Spring Recess	
12-16	Fall Break		19	Teacher In-service - No School	
29-30	Early Release/Parent-Teacher Conferences (K-8)		May		14
November		17	20	Student's Last Day - Early Release (42 days) / Graduation	
11	Veteran's Day Holiday		21	Teacher Check-out (8 hours)	
25-27	Thanksgiving Holiday		31	Memorial Day Holiday	
December		14	June		0
14	End of 2nd Quarter/Early Release for K-12 (41 days)		TOTAL DAYS STUDENT CONTACT - 180		
21-31	Winter Break				
			Testing Dates: State Testing - TBD		
			Snow Days: April 19th (1st), May 21st (2nd)		
	Denotes 1st and Last Day of School		Denotes Teacher In-service for New Teachers		
	Denotes Teacher In-service Day (No Students)		Denotes Observed Holidays/Breaks (No Students or Instructional Staff)		
	Denotes 2-hour Early Release, End of 9 Week Grading Period		Denotes Paid Holiday for School Year Staff (10 Days Total)		
	Denotes 1 Hour Early Release for all Schools		Denotes 2-hour Early Release for Parent-Teacher Conferences		

HUMBOLDT UNIFIED SCHOOL DISTRICT #22
2020-2021 SCHOOL YEAR CALENDAR
HIGH SCHOOL

July							August							September							October						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
			1	2	3	4							1			1	2	3	4	5					1	2	3
5	6	7	8	9	10	11	2	3	4	5	6	7	8	6	7	8	9	10	11	12	4	5	6	7	8	9	10
12	13	14	15	16	17	18	9	10	11	12	13	14	15	13	14	15	16	17	18	19	11	12	13	14	15	16	17
19	20	21	22	23	24	25	16	17	18	19	20	21	22	20	21	22	23	24	25	26	18	19	20	21	22	23	24
26	27	28	29	30	31		23	24	25	26	27	28	29	27	28	29	30				25	26	27	28	29	30	31
							30	31																			
November							December							January							February						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
1	2	3	4	5	6	7			1	2	3	4	5						1	2		1	2	3	4	5	6
8	9	10	11	12	13	14	6	7	8	9	10	11	12	3	4	5	6	7	8	9	7	8	9	10	11	12	13
15	16	17	18	19	20	21	13	14	15	16	17	18	19	10	11	12	13	14	15	16	14	15	16	17	18	19	20
22	23	24	25	26	27	28	20	21	22	23	24	25	26	17	18	19	20	21	22	23	21	22	23	24	25	26	27
29	30						27	28	29	30	31			24	25	26	27	28	29	30	28						
														31													
March							April							May							June						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
	1	2	3	4	5	6					1	2	3							1			1	2	3	4	5
7	8	9	10	11	12	13	4	5	6	7	8	9	10	2	3	4	5	6	7	8	6	7	8	9	10	11	12
14	15	16	17	18	19	20	11	12	13	14	15	16	17	9	10	11	12	13	14	15	13	14	15	16	17	18	19
21	22	23	24	25	26	27	18	19	20	21	22	23	24	16	17	18	19	20	21	22	20	21	22	23	24	25	26
28	29	30	31				25	26	27	28	29	30		23	24	25	26	27	28	29	27	28	29	30			
														30	31												

2020-2021 CALENDAR EXPLANATIONS

[illegible]

CONSENT Item 6I.

Job Descriptions

HUMBOLDT UNIFIED SCHOOL DISTRICT

TO:	Humboldt Unified School District Governing Board	Item # 6 I
FROM:	Cole Young, Assistant Superintendent - Operations	Reading
DATE:	Tuesday, April 7, 2020	Discuss
SUBJECT:	Approval of job descriptions for Elem Art Aide, iChoose Teacher, iChoose Coordinator & JROTC Instructor	Action
		Consent X

OBJECTIVE: Goal #2: To Focus on Planning for Future Student Needs
Goal #4: To Attract and Retain Highly Effective Employees

SUPPORTING DATA:

The Board has approved the positions of Elementary Art Aide, iChoose Teacher, iChoose Coordinator and JROTC Instructor in prior meetings; however, job descriptions need to accompany each of the positions listed. This transmittal is completing this process by providing language that describes the job duties and responsibilities of each of the aforementioned positions.

Job descriptions not only provide a clear understanding of what job responsibilities are required of each employee but also provide an accounting of how District resources are being spent to fill the various positions.

These proposed job descriptions reflect no change in any job classifications and no cost to the District.

SUMMARY & RECOMMENDATION

It is recommended that the Governing Board approve the Elementary Art Aide, iChoose Teacher, iChoose Coordinator, and JROTC Instructor position job descriptions.

Sample Motion:

I move to approve the job descriptions for the positions of Elementary Art Aide, iChoose Teacher, iChoose Coordinator, and JROTC Instructor.

Approved for transmittal to the Governing Board:



Dr. Daniel Streeter, Superintendent

Questions should be directed to: Cole Young, Assistant Superintendent (759-5016)



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JOB DESCRIPTION

JOB TITLE: ART AIDE (Classified)
DEPARTMENT: School
REPORTS TO: Principal
FLSA STATUS/CLASSIFICATION: Non-Exempt; Level 3
SUPERVISORY DUTIES: None
APPROVED ON: 04/07/2020 (Pending)

SUMMARY: The Art Aide will be responsible for developing and fostering student interest and appreciation in the visual arts, introducing and developing skills and techniques that allow for artistic expression, developing aesthetic understandings, and discovering and fostering talents of students in the field of visual art.

ESSENTIAL DUTIES & RESPONSIBILITIES:

- Instructing students in the basic principles of art and art history
- Providing instruction on the use of media such as graphite and charcoal pencils, as well as oil, acrylic, and watercolor paint
- Developing students' drawing, coloring, and painting techniques
- Supervising and assisting students
- Grading artwork
- Responsible for the security, upkeep, operation and care of all supplies in the art room
- Teaching lessons on art in accordance with students' learning objectives
- Preparing the classroom by gathering and setting up equipment
- Instructing students in proper care and use of tools and equipment
- Encouraging creativity
- Guiding students to construct works of art using various media
- Helping students connect art to other subjects, peoples, and the world
- Bringing enthusiasm to the classroom
- Selecting and maintaining required inventory records
- Plans and presents art displays and exhibitions designed to exhibit students' work for the school and the community
- Provides positive reinforcement for students
- Maintains classroom control
- Handles routine paperwork, as assigned
- Supervises students outside of the classroom when requested
- Participates in professional growth activities such as training programs and continuing education
- Maintains classroom behavior plans and its rewards and/or consequences

Skills:

- Ability to spot and cultivate creativity
- Excellent verbal and written communication skills
- Capacity to supervise group work
- Outstanding planning and problem-solving skills



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JOB DESCRIPTION

- Demonstrates a pleasant and professional manner
- Able to work independently with minimal oversight
- Must pass a background check
- Be well versed in various art forms and maintain organizational skills
- Must be able to multitask; be productive, focused, and flexible

KNOWLEDGE, SKILLS & ABILITIES:

- Ability to operate standard classroom-related learning tools and equipment
- Ability working with school-age children
- Ability to communicate effectively verbally and in writing
- Ability to maintain confidentiality
- Produces accurate work and completes assignments with minimal supervision
- Ability to apply common sense understanding to solve practical problems and deal with a variety of situations
- Ability to work cooperatively and courteously with staff, students, parents, and community members
- Knowledge of applicable Federal and State laws, district procedures, and Board policies
- Ability to handle confrontation with professionalism

QUALIFICATIONS & REQUIREMENTS:

Education & Experience:

- High School diploma or equivalent
- Previous classroom instruction experience preferred
- Any equivalent combination of training, education, and experience that meets minimum requirements
- Criminal justice/Fingerprint clearance

Computer Proficiency: Demonstrated general proficiency in programs such as Microsoft Excel, Word, Outlook, Access and Google Suite

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 the 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 required to reach with hands and arms. The employee is frequently required to sit, stand and walk. The employee may be required to move ten pounds and could occasionally lift or move up to twenty-five pounds.

WORK ENVIRONMENT:

Indoor classroom environment. This position regularly works indoors. The noise level in the work environment is generally quiet to moderate and may become excessively noisy at times. Will have contact with employees, external agencies and the public.

Disclaimer: *The duties and responsibilities identified in this position description are illustrative only and are in no way intended to be a complete list of activities that may be required of an incumbent. The information contained in this job description is for compliance with the American Disabilities Act (ADA) and is not an exhaustive list of duties performed for this position. Additional duties are performed by the individual currently holding this position and additional duties may be assigned.*

Art Aide (Classified)



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JOB DESCRIPTION

JOB TITLE: iCHOOSE TEACHER (Middle School)
DEPARTMENT: School
REPORTS TO: iChoose Coordinator & Principal
FLSA STATUS/CLASSIFICATION: Exempt; Certified
SUPERVISORY DUTIES: None
APPROVED ON: 04/07/2020 (Pending)

SUMMARY: Provides support to the instructional process as a teacher with specific responsibility for supervising students within the classroom and other assigned areas. Must be a technologically savvy teacher (k-12) who is an innovative and creative practitioner. Should have a growth-mindset and be willing to try new instructional methods in an environment that redefines the teaching and learning experience. This experience in personalization of education includes working closely with the iChoose Academy team in developing and delivering curriculum in a way that caters to the individual interests of students, exposing them to real-world, inquiry, and problem-based experiences.

ESSENTIAL DUTIES & RESPONSIBILITIES:

- Researches, develops, and administers curriculum based on 21st century learning skills as well as state adopted standards
- Collaborates with a team for interdisciplinary curricular development and instructional implementation within a shared, flexible learning environment
- Explores new instructional methods and innovative technologies for assessing student learning, differentiating instruction, and providing rigorous, relevant, and engaging Problem-Based and Inquiry-Based Learning experiences
- Communicates and collaborates with other members of the staff in the delivery of meaningful instruction for shared students who participate in other programs such as special education programs, CTE, ELL, etc.
- Attends staff meetings and district in-service programs (see Policy GCMC)
- Serves on school and district committees as requested
- Is responsible for discharging instructional and non-instructional school-related activities in a thorough and timely manner
- Supervises, evaluates, and provides work assignments to assigned instructional assistants and/or student teachers; works collaboratively with teachers throughout the District; may be responsible for the evaluation and supervision of classified staff
- Acts as a supportive and contributing member of the professional staff by participating in group decision making, and contributing to the development of a positive, cooperative educational environment
- Participates in professional development activities to enhance professional skills and maintain Arizona certification
- Evaluates, provides, and maintains accurate reports and records of individual student progress on a regular basis; this includes accurate attendance records, grade reports, and special program requirements
- Identifies and refers unusual student behavior to the appropriate specialists
- Reports any student injury or illness or injury to self on school grounds or at school events to the site nurse and principal
- Enforces and follows the school and district approved discipline plan
- Is responsible for the supervision of students at all times on school grounds or at school events
- Knows and observes Board policies and regulations



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JOB DESCRIPTION

- Advises administration in accordance with established policies and completes all required forms accurately and in a timely manner
- Accounts and maintains inventory for classroom, school and district property as required
- Advises administration of needed repairs, replacements and/or unsafe building conditions as soon as they occur
- Follows school regulations regarding emergency procedures
- Reports to work daily at the times assigned and remains on duty through the time prescribed
- Submits and justifies purchasing recommendations to support and enhance the instructional program to the iChoose Coordinator or Principal
- Communicates with parents through conferences and other means to discuss student educational needs and progress
- Interprets and communicates school policies and programs to students and parents
- Maintains appropriate records as required by site and district level administration
- Performs those duties on school grounds or at school events which protect the health and safety of students and other employees
- Engages in ongoing learning to remain current in emerging technologies, trends, and research, to share and model effective practice in 21st-century teaching and learning strategies

KNOWLEDGE, SKILLS & ABILITIES:

- Ability to deliver instruction in interdisciplinary subject matter
- Ability to communicate effectively verbally and in writing
- Knowledge of accepted, as well as new, innovative instructional techniques and methods working with children
- Ability to utilize multiple technological methods to communicate and deliver instruction effectively
- Knowledge of data usage, including research, collection, analysis, synthesis, interpretation, and reporting
- Ability to do perform multiple functions simultaneously
- Ability to do detailed mathematical computations
- Ability to maintain confidentiality
- Ability to apply common sense understanding to solve practical problems and deal with a variety of situations
- Ability to work cooperatively and courteously with staff, students, parents and community members
- Knowledge of applicable Federal and State laws, district procedures and Board policies
- Ability to handle confrontation and conflict without an emotional response

QUALIFICATIONS & REQUIREMENTS:

Education & Experience:

- Bachelors Degree
- Valid Arizona Teacher certificate with Required Endorsements
- Meet federal highly qualified teacher requirements
- Experience as a teacher
- Criminal justice/Fingerprint clearance

Computer Proficiency: Demonstrated general proficiency in computer programs such as Google Apps for Education.



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JOB DESCRIPTION

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 the 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 required to reach with hands and arms. The employee is frequently required to sit, stand, stoop, bend and walk. The employee may be required to move twenty pounds and could occasionally lift or move up to forty pounds.

WORK ENVIRONMENT:

Indoors and outdoors, with exposure to all weather conditions and temperatures. Exposure to noise, dust, gas and fumes. The noise level in the work environment is generally moderate and may become excessively noisy at times. Contact with employees, students and public.

Disclaimer: *The duties and responsibilities identified in this position description are illustrative only and are in no way intended to be a complete list of activities that may be required of an incumbent. The information contained in this job description is for compliance with the American Disabilities Act (ADA) and is not an exhaustive list of duties performed for this position. Additional duties are performed by the individual currently holding this position and additional duties may be assigned.*



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JOB DESCRIPTION

JOB TITLE: iCHOOSE Coordinator
DEPARTMENT: School
REPORTS TO: Principal
FLSA STATUS/CLASSIFICATION: Exempt; Certified
SUPERVISORY DUTIES: None
APPROVED ON: 04/07/2020 (Pending)

SUMMARY: Provides modern and efficient program leadership and management dedicated to student 21st century learning and achievement through the development of the iChoose Academy team and with effective communication and collaboration. Promotes student success through stewardship, articulation, and a vision of learning that is shared with staff, students, and the community. Must be a technologically savvy teacher who is an innovative and creative practitioner. Will bring a growth-mindset and lead the iChoose team in instructional methods that will redefine the teaching and learning experience and provide for personalization of student learning.

ESSENTIAL DUTIES & RESPONSIBILITIES:

- Supports the HUSD Vision, Mission, and Goals
- Oversees the administration of the Academy and coordinates partnership with the principal of the school
- Maintains responsibility for student achievement in the Academy
- Facilitates direction in development of interdisciplinary curriculum, teaching, and learning, maintaining alignment to state learning standards and 21st century learning skills
- Provides instructional leadership, sharing and modeling effective teaching strategies, new instructional methods, and innovative technologies
- Practices and promotes use of assessment data and frequently monitors student progress, maintaining and sharing accurate reports and records of individual students
- Facilitates use of data for differentiated instruction and interventions
- Responds to students, parents, and the community of stakeholders, including communicating Academy, school, and district policies and programs
- Coordinates conferences with parents, students, and specialists to discuss student educational needs and progress
- Creates vision, values, and goals with leaders and Academy staff
- Develops professional growth plans for Academy teachers and for self
- Uses and models effective use of the latest technology
- Leads Academy marketing and community outreach, and oversees yearly application process
- Cooperatively coordinates hiring and staff development for the Academy
- Maintains a safe, secure, and clean environment for teaching and learning, advising administration of needed repairs, replacements and/or unsafe building conditions as soon as they occur
- Accounts and maintains inventory of technology and other resources for Academy, school and district property as required
- Assists in maintaining student discipline throughout Academy, enforcing and following school and district approved discipline plans
- Identifies and refers unusual student behavior to the appropriate specialists
- Reports any student injury or illness or injury to self on school grounds or at school events to the site nurse and principal
- Acts as District representative in IEP and 504 meetings



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JOB DESCRIPTION

- Communicates and collaborates with other members of the staff in the delivery of meaningful instruction for shared students who participate in other programs such as special education programs, CTE, ELL, etc.
- Attends staff meetings and district in-service programs (see Policy GCMC)
- Serves on school and district committees as requested and able
- Is responsible for discharging instructional and non-instructional school-related activities in a thorough and timely manner
- Is responsible for the supervision of students at all times on school grounds or at school events
- Acts as a supportive and contributing member of the professional staff by participating in group decision making, and contributing to the development of a positive, cooperative educational environment
- Engages in ongoing professional development to remain current in emerging technologies, trends, and research to enhance professional skills and maintain Arizona certification
- Knows and observes Board policies and regulations
- Advises administration in accordance with established policies and completes all required forms accurately and in a timely manner
- Follows school regulations regarding emergency procedures
- Maintains appropriate records as required by site and district level administration
- Performs those duties on school grounds or at school events which protect the health and safety of students and other employees

KNOWLEDGE, SKILLS & ABILITIES:

- Ability to deliver instruction in interdisciplinary subject matter
- Ability to communicate effectively verbally and in writing
- Knowledge of accepted, as well as new, innovative instructional techniques and methods working with children
- Ability to utilize multiple technological methods to communicate and deliver instruction effectively
- Knowledge of data usage, including research, collection, analysis, synthesis, interpretation, and reporting
- Ability to do perform multiple functions simultaneously
- Ability to do detailed mathematical computations
- Ability to maintain confidentiality
- Ability to apply common sense understanding to solve practical problems and deal with a variety of situations
- Ability to work cooperatively and courteously with staff, students, parents and community members
- Knowledge of applicable Federal and State laws, district procedures and Board policies
- Ability to handle confrontation and conflict without an emotional response

QUALIFICATIONS & REQUIREMENTS:

Education & Experience:

- Bachelor's Degree
- Valid Arizona Teacher certificate with Required Endorsements
- Meet federal highly qualified teacher requirements
- Experience as a teacher
- Criminal justice/Fingerprint clearance



The Humboldt Schools.
Motivating achievement since 1906.

JOB DESCRIPTION

Computer Proficiency: Demonstrated general proficiency in computer programs such as Google Apps for Education.

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 the 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 required to reach with hands and arms. The employee is frequently required to sit, stand, stoop, bend and walk. The employee may be required to move twenty pounds and could occasionally lift or move up to forty pounds.

WORK ENVIRONMENT:

Indoors and outdoors, with exposure to all weather conditions and temperatures. Exposure to noise, dust, gas and fumes. The noise level in the work environment is generally moderate and may become excessively noisy at times. Contact with employees, students and public.

Disclaimer: *The duties and responsibilities identified in this position description are illustrative only and are in no way intended to be a complete list of activities that may be required of an incumbent. The information contained in this job description is for compliance with the American Disabilities Act (ADA) and is not an exhaustive list of duties performed for this position. Additional duties are performed by the individual currently holding this position and additional duties may be assigned.*

JOB DESCRIPTION

JOB TITLE:	JROTC INSTRUCTOR
DEPARTMENT:	Bradshaw Mountain High School
REPORTS TO:	Principal
FLSA STATUS/CLASSIFICATION:	Exempt; Certified
SUPERVISORY DUTIES:	None
APPROVED ON:	04/07/2020 (Pending)

SUMMARY: Under the direction of the school principal, plans and provides for appropriate learning experiences for secondary school students in the JROTC curriculum. Instructs and supervises students in a variety of school-related settings. Monitors and evaluates student outcomes. Performs other duties as assigned.

ESSENTIAL DUTIES & RESPONSIBILITIES:

Instructs cadets in the JROTC curriculum during the school year. Develops short and long-range plans for achieving curriculum goals, gathers appropriate materials, establishes clear objectives for lessons, and formulates appropriate lesson plans.

- Meets and instructs assigned classes at designated locations and times. Maintains a safe and orderly learning environment.
- Recruits cadets and provides appropriate counseling to cadets enrolled in JROTC programs. Evaluates student progress and submits necessary government reports on a timely basis.
- Plans and implements instructional programs that adhere to system-wide goals and priorities and meet the needs, interests, and abilities of students.
- Coordinates, plans and executes duties and responsibilities in conjunction with the JROTC Facilitator, and respective military service regional managers/directors.
- Organizes, supervises and participates in extracurricular activities for JROTC cadets to include color guard, drill teams and other special activities.
- Maintains knowledge of current professional military standards, including physical fitness requirements.
- Creates an instructional environment that is conducive to the intellectual, physical, social, and emotional development of cadets.
- Communicates standards, achievements, and deficiencies to students and parents. Meets with students and parents.
- Maintains complete and accurate student academic, attendance, and disciplinary records. Maintains JROTC student records as required by military service regulations and local policies. Monitors and assesses students' academic progress.
- Oversees the appropriate use and care of textbooks, instructional materials, uniforms, facilities, and equipment.
- Collaborates with school administrators, other teachers, para-educators, parents, and community members in the education of students.
- Attends staff meetings. Serves on various committees.

QUALIFICATIONS & REQUIREMENTS:

Education, Training, & Experience:

- Must be certified as an instructor by their respective military service branch
- Valid Arizona JROTC Instructor Certificate with Required Endorsements

JOB DESCRIPTION

- Valid DPS Fingerprint Clearance Card
- Criminal Justice/Fingerprint Clearance
- Must be a retired officer or a United States Military Service Non-Commissioned Officer.
- Graduation from an accredited college or university with an Associate of Arts or Bachelor's degree is preferred.
- A bachelor's degree is required for Senior JROTC Instructors.
- Must meet the minimum qualifications and standards required by the appropriate military branch.

Knowledge, Skills, and Abilities:

- Knowledge of the principles and practices of military training. Knowledge of effective instructional techniques. Knowledge of instructional materials and equipment.
- Skill in instructing students. Skill in supervising students and managing behavior. Skill in preparing and implementing lesson plans. Skill in communicating with students, their parents, administrators, and others.
- Knowledge of and skill in the use of computers including word processing, database, spreadsheet and email applications.
- Ability to appropriately maintain confidential information.

PHYSICAL AND ENVIRONMENTAL CONDITIONS:

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

The work of this class is generally performed in a school environment. Work may require the ability to move around the school and classroom. Indoors and outdoors, with exposure to all weather conditions and temperatures. Exposure to noise, dust, gas and fumes. The noise level in the work environment is generally moderate and may become excessively noisy at times. Contact with employees, students and public.

CONDITIONS OF EMPLOYMENT:

Requires attendance at after-school and evening meetings and events.

***Disclaimer:** The duties and responsibilities identified in this position description are illustrative only and are in no way intended to be a complete list of activities that may be required of an incumbent. The information contained in this job description is for compliance with the American Disabilities Act (ADA) and is not an exhaustive list of duties performed for this position. Additional duties are performed by the individual currently holding this position and additional duties may be assigned.*

CONSENT

Item 6J.

Retiree Re-employment Contract Renewal with ESI

HUMBOLDT UNIFIED SCHOOL DISTRICT

TO:	Humboldt Unified School District Governing Board	Item # 65
FROM:	Cole Young, Assistant Superintendent - Operations	Reading
DATE:	Tuesday, April 7, 2020	Discuss
SUBJECT:	Annual Approval of Retiree Re-Employment Program and Client Service Contract with Educational Services, Inc. (ESI)	Action
		Consent X

OBJECTIVE: Goal #2 - Focus on Planning for Future Student Needs

SUPPORTING DATA:

When a teacher, classified employee, or administrator retires through the Arizona State Retirement System, that person is not allowed to work full-time in a school district for the first year following retirement. For this reason, highly qualified staff members are often lost to the District after they retire.

SUMMARY & RECOMMENDATION:

Educational Services, Inc. has provided retiree re-employment services in Arizona since 1999 and works with over 120 school districts across the state. In addition the district uses their services to include placement of temporary or substitute workers. HUSD has approved a contract with ESI annually since the 2005-06 school year which has allowed us to hire excellent recent retirees while saving M&O dollars. The elements of the program and agreement are unchanged from last school year and have been reviewed and approved to form by legal counsel.

It is recommended that the Governing Board approve renewal of the agreement.

Sample Motion:

I move to approve the renewal of the Client Service Agreement with Educational Services, Inc. as presented for the 2020-2021 school year.

Approved for transmittal to the Governing Board:



Dr. Daniel Streeter, Superintendent

Questions should be directed to: Cole Young, 759-5016



Employee Staffing Agreement

This Agreement for Employee Staffing Services (“Agreement”) is entered into in the State of Arizona effective July 1, 2020 (“Effective Date”), by and between Humboldt Unified School District No. 22 (“Client”), and Educational Services, Inc., an Arizona corporation (“ESI”).

RECITALS

- A. ESI is a corporation in the business of providing employee staffing services.
- B. Client is an entity within the State of Arizona and desires to obtain certain staffing services (“Services”) from ESI. ESI is willing to provide Services to Client upon the terms and conditions contained in this Agreement.
- C. This Agreement provides for the allocation between Client and ESI of responsibilities with respect to covered employees (“Workers” pursuant to Section 2 below).
- D. This Agreement shall not diminish, abolish, or remove any rights of Workers against the Client, or obligations of the Client to any Workers, if any, that existed before the Effective Date of this Agreement.
- E. Client and ESI agree to be bound by the terms and conditions set forth in any applicable cooperative contract purchasing agreement.
- F. Client is authorized to enter into this Agreement pursuant to A.R.S. § 15-502(A).

AGREEMENT

In consideration of the foregoing recitals, and mutual promises contained herein, Client and ESI agree as follows:

1. RELATIONSHIP OF THE PARTIES

ESI is an independent contractor and shall perform its obligations under this Agreement as an independent contractor. All Workers provided by ESI to perform Services for Client pursuant to this Agreement shall be employees of ESI and not of Client. Client has the right to direct Workers only to the extent necessary to conduct the Client’s business, and operations, and to comply with licensing and certification requirements that apply to the Client, or to any Worker. In all other respects, ESI retains full control over the employment, direction, supervision, evaluation, compensation, discipline, and discharge of Workers performing Services under this Agreement.

2. **WORKER**

In this Agreement, the term "Worker" or "Workers" means an individual(s) (a) employed by ESI in Arizona to work in Arizona, (b) who is performing Services for Client pursuant to this Agreement, (c) who has completed ESI's required hiring and onboarding process forms, and, where applicable, is certificated or licensed as required by law for the position in which ESI places the Worker.

ESI will not place into employment positions with the Client any Worker who does not possess, or have the ability to possess, all necessary certification and endorsements or licenses for the position assigned.

ESI will maintain equal employment opportunity and anti-discrimination policies, including complaint procedures that address discrimination, and/or harassment claims. ESI retains the right to make a final determination as to whether to hire a Worker.

3. **TERM OF AGREEMENT**

The initial term of this Agreement will be one (1) year following the Effective Date. Upon the expiration of the initial term, this Agreement may be renewed annually upon mutual agreement of both parties. This Agreement does not automatically renew at the end of each year.

4. **TERMINATION**

- A. Workers, Without Cause. Notwithstanding any other provision of this Agreement, Client may request termination of, and ESI may terminate, any Worker at any time without cause upon the submission of at least thirty (30) calendar days advance written notice.
- B. Workers, With Cause. Notwithstanding any other provision of this Agreement, Client may request termination of, and ESI may terminate, any Worker by written notice to ESI upon the occurrence of any of the following:
 - (1) A material breach by ESI, or a Worker of any of ESI's or Worker's obligations under this Agreement, or under the Worker Contract.
 - (2) If a Worker embezzles or misappropriates Client funds or property, defrauds Client, is convicted of a felony, or of any crime involving moral turpitude, has his or her certification or other licensing required for the position for which employed by ESI revoked or suspended, fails to maintain a valid fingerprint card if one is required by Client, commits an act or omission which constitutes a breach of the Worker Contract, violates the policies of the Client applicable to Client's own employees, commits

an act of unprofessional conduct, or commits an act that adversely affects the reputation of Client.

(3) Death or permanent disability of a Worker occurring any time during the term of this Agreement, in which event this Agreement (as it relates to the Worker) shall terminate as of his or her death or permanent disability.

(4) If it is later discovered that a Worker has made any material misrepresentations or has failed to provide any material representations in connection with the information provided to ESI.

C. Agreement. This Agreement may be terminated by either party, for any reason, at any time prior to the expiration of the Term, by providing ninety-day (90) written notice to the other Party, in the manner described in Section 26.

5. SCOPE OF SERVICES

In collaboration with Client, ESI shall supply Workers and shall perform the following services:

A. Recruit, hire, train, evaluate, compensate, place, replace, supervise, discipline, and terminate Workers.

B. Maintain a recruiting and hiring program that is in compliance with federal and state laws, rules and regulations, equal opportunity, and anti-discrimination policies applicable to, and restricting, the hiring and selection process, including, but not limited to, Title VII of the Civil Rights Act of 1964 ("Title VII"), the Americans With Disabilities Act ("ADA"), the Age Discrimination in Employment Act ("ADEA"), the Fair Credit Reporting Act ("FCRA"), the Arizona Civil Rights Act ("ACRA"), and the Arizona Employment Protection Act ("AEPA").

C. Maintain a system of statewide background checks on all Workers provided to Client to include: pre-screening, credentialing, licensure, statewide criminal background check, and fingerprinting, the results of which shall be made available to Client upon request to the extent permitted by law. ESI shall ensure that all Workers possess all certifications and licenses necessary to perform their assignments.

D. Maintain a system of evaluation, which can be the Client's evaluation systems and instruments.

E. Maintain a program of supervision that enforces appropriate policies and procedures. In order to maintain the program, ESI may designate one or more on-site ESI employees as the supervisor, and/or, ESI contact responsible for addressing and responding to Workers.

- F. Provide each Worker with information regarding his or her obligation to comply with appropriate safety, drug/alcohol, anti-harassment, anti-discrimination, anti-retaliation, and conduct policies.
- G. Inform each Worker in writing that s/he is employed by ESI, and not employed by the Client.
- H. Inform each Worker in writing that job related illness/injury reports are to be made to the Client, and ESI's on-site supervisor, or ESI contact, and provide information on where and how reports are to be made to the Client and ESI supervisor or contact.
- I. Pay Workers in compliance with applicable wage and hour laws, including, but not limited to the Fair Labor Standards Act ("FLSA"), the Fair Wages and Healthy Families Act, and Arizona Labor Code. ESI shall maintain complete and accurate records of all wages paid to a Worker assigned to provide services to Client. ESI shall be exclusively responsible for, and will comply with, applicable law governing the reporting and payment of wages, payroll-related, and unemployment taxes attributable to wages paid to Workers assigned to provide services to Client.

For SubSource Workers (substitutes), ESI will track, account and pay for paid sick time in accordance with the Fair Wages and Healthy Families Act. These costs will not be invoiced to the Client and will be ESI's responsibility.

Hourly employees will not be allowed to accrue comp time, and will be paid overtime rate, 1 ½ times their regular hourly rate, for any hours worked over 40 hours in a workweek. If an authorized timesheet approver (employee of Client) approves a Worker timesheet with overtime hours on it, ESI must pay that overtime, and will bill Client accordingly for that overtime.

- J. Be responsible for the adequacy of the services provided by Workers pursuant to this Agreement.
- K. ESI shall perform all other responsibilities with respect to Workers otherwise required of an employer, and not assumed by Client pursuant to this Agreement.

6. **APPROVAL OF SUPPLIED WORKERS**

Client has the right, but not the obligation, to pre-approve any Worker provided by ESI to fill a position for which the Client has contracted with the ESI to provide a Worker. The Client has the right to reject any Worker prior to, or, at the time of placement. Client may recommend that ESI impose discipline upon any Worker, and ESI may, in its own right, impose discipline, up to and including dismissal, upon any Worker.

7. **ADMINISTRATIVE FEES**

Client will pay ESI an administrative fee in accordance with the Fee Schedule, attached as **Exhibit A**.

Client will also pay for all associated employer's payroll liabilities for the Workers. Payroll liabilities are subject to adjustment with any changes in job functions, or positions of Workers, increases in payroll taxes, including, but not limited to changes in FICA (OASDI/Medicare), federal or state unemployment tax rates, workers' compensation rates, or any government mandated insurance requirement that is not already known or currently required, or any government mandated wage increases. Any such adjustments will be effective on the date of the increase or change.

8. **PRE-PAYMENT INCENTIVE**

ESI pays Workers for their services to Client before receiving corresponding payment from Client. Therefore, ESI offers a pre-payment incentive of 0.25 percentage point reduction in the Contract Administrative Fee if Client pre-pays for Services. (For example: If Administrative Fee is 5.00%, the discounted Administrative Fee will be 4.75%.)

9. **PAYMENT TERMS**

ESI will bill Client with invoices as "net 30." An 8% late payment charge will be assessed for any payment that is not received within 30 days of invoice.

10. **WORKERS' COMPENSATION**

A. ESI will be considered the "employer" of all Workers for the purposes of providing workers' compensation insurance within the meaning of A.R.S. § 23-901. ESI shall provide workers' compensation and employer's liability insurance in accordance with the statutory requirements of the State of Arizona, including Employer's Liability insurance with limits of liability of not less than \$1,000,000 each accident, and \$1,000,000 bodily injury or disease. The workers' compensation policy shall be endorsed to include the Alternate Employer Endorsement and shall include a waiver of subrogation in favor of Client from the workers' compensation insurer.

B. Client and ESI understand, agree, and acknowledge that no individual will be covered by ESI's workers' compensation insurance, or be issued a payroll check unless and until that individual has, prior to commencing work for the Client, satisfied the requirements and definition of a "Worker" under Section 2 of this Agreement.

C. Client understands, agrees, and acknowledges that the workers' compensation insurance that ESI will provide under this Agreement will only cover

individuals who are employed by ESI, and that such ESI's workers' compensation insurance will not cover other individuals who might perform services for Client, whether as employees, independent contractors, or otherwise. Client agrees to provide workers' compensation insurance or maintain a program of approved self-insurance covering Client's own employees.

11. **CLIENT'S LIABILITY INSURANCE**

Client will provide liability indemnity protection to the Workers performing Services under this Agreement, and ESI, to the extent that the Worker is providing services for the Client, and the Worker is acting within the course and scope of the authorization granted. The provision of liability indemnity protection shall not be construed as evidence that the relationship between the parties and Workers is other than specifically provided for and agreed to in this Agreement.

The coverage provided will be made available to Workers as an additional covered party under the terms of the Client's insurance coverage. Coverage will be made available by the Client's insurance company to Workers on the same terms and conditions as coverage is made available to Client employees. ESI shall be named an additional covered party to the Client's insurance agreement but only to the extent that ESI is vicariously liable for the acts of Workers while Workers are performing services for Client but not for any actual or alleged wrongful act, error or omission of ESI in its own right (e.g., claims of negligent hiring, supervising or retention, employment discrimination, etc.).

12. **ESI'S LIABILITY INSURANCE**

ESI shall maintain in full force and effect at all times during the term of this Agreement Commercial General Liability ("CGL") insurance with limits of liability of not less than one million dollars (\$1,000,000) per occurrence, and if such Commercial General Liability insurance contains a general aggregate limit of liability, the limit of liability shall be at least two million dollars (\$2,000,000).

13. **PATIENT PROTECTION AND AFFORDABLE CARE ACT (PPACA)**

ESI offers several medical benefit plan options that meet both "Minimum Value" and "Minimum Essential Coverage." ESI is the employer of record for its Workers and is the applicable large employer (ALE) with the risk for 4980H penalty exposure. ESI is responsible for determining the hours of service as a full-time employee status for variable-hour Workers for purposes of section 4980H through the look-back measurement method requirements.

14. **ADMINISTRATION**

- A. All Workers assigned to fill positions with the Client are employees of ESI. ESI is responsible for administrative employment matters, such as transmission of all federal, state, and local employment tax payments, providing workers' compensation insurance, as well as management of fringe benefit programs for Workers. ESI agrees to pay, and hold harmless, Client from any and all tax penalties, assessments, or governmental charges in connection with all or any of the Services provided under the terms of this Agreement. Client is responsible for payment of the Alternative Contribution to the Arizona State Retirement System for any amounts that may be due for individual Workers.
- B. Client will immediately forward to ESI any garnishment orders, involuntary deduction orders, notices of IRS liens, and other forms of legal process received by Client affecting payment of wages to Workers and will cooperate with ESI in responding thereto.
- C. Workers will receive compensation for services rendered pursuant to this Agreement solely through ESI. It is a material breach of this Agreement for Client to pay any Worker in cash, or by any other means for any Services rendered. Any individual whom a Client pays directly for any Services rendered will not be considered a Worker under this Agreement as to the Services for which the Client provides payment. Further, ESI shall provide Workers with unemployment insurance coverage to the extent required by law.
- D. ESI shall warrant compliance with all federal immigration laws and regulations that relate to Workers, and that it has verified employment eligibility of each Worker through the e-verify program.
- E. Upon Client's reasonable request, ESI will provide documentation showing compliance with Section 16(D) with respect to any Worker.
- F. If Client engages in ESI's RetireRehire service, Client RetireRehire Terms, attached as **Exhibit B**, summarize Client's return-to-work program. Client has sole discretion to set terms. Terms may be changed by Client at any time upon written notice to ESI.

15. **PROTECTED LEAVES OF ABSENCE**

- A. The Uniformed Services Employment and Reemployment Rights Act of 1994 protects civilian job rights, and benefits for veterans, and members of Reserve components. Client agrees to provide for necessary employment, and/or reemployment positions in the event that Workers are called away for military service.

- B. The Family and Medical Leave Act protects re-instatement rights of eligible employees after the employee has been on approved Family and Medical Leave. Client agrees to provide necessary employment and/or reemployment positions in the event that Workers are returning from FMLA.

16. **SAFE WORK ENVIRONMENT**

- A. ESI and its Workers will comply with all health and safety laws, regulations, ordinances, directives, and rules imposed by controlling federal, state, or local governments, and will immediately report all work related accidents involving the Worker within 24 hours to Client.
- B. If applicable, and appropriate, Client will provide the Workers with personal protective equipment as required by federal, state, local law, regulations, ordinance, directive, or rule.
- C. ESI or its workers' compensation carrier has the right to inspect the Client's premises and operation but is not obligated to conduct any inspections. ESI reserves the right to audit safety activities. ESI, or its insurers, may give reports to Client on the conditions found at Client's worksites. Client will supply documentation related to safety activities as prescribed by law (e.g., safety meeting, training maintaining OSHA log). Neither ESI's insurer nor ESI warrants the result of the inspections, or the absence thereof, or that the operations or premises are in compliance with any laws, regulations, codes, or standards.
- D. Client will ensure that all facilities where the Workers perform services are in compliance with any and all applicable federal, state, and/or local laws, regulations, codes, or standards.

17. **SUPERVISION**

- A. ESI, in coordination with Client, will provide direction, supervision, training, and control of each Worker in the performance of the Services. The Client will provide only daily monitoring of the Workers and will report to ESI. ESI may designate at least one (1) on-site supervisor from among the Workers assigned to complete the Services. This on-site supervisor may direct the operational and administrative matters relating to the Services and may be under the direct supervision of ESI. If ESI fails to designate an on-site supervisor, Workers assigned to perform Services for the Client shall remain responsible to ESI or designee.

- B. ESI shall determine the procedures to be followed by Workers regarding the time and performance of the Workers' job functions and duties, and these will coincide with Client requirements regarding time and performance of same. Client agrees to cooperate with ESI in the formation of such policies and procedures and permit ESI to implement its policies and procedures relating to the Workers.
- C. Client may make all non-routine directives through ESI's on-site supervisor, or if an on-site supervisor is not provided, then through ESI or designee.

18. **INDEMNIFICATION**

Each party (as "Indemnitor") agrees to indemnify, defend, and hold harmless the other party (as "Indemnitee") from and against any and all claims, losses, liability, costs or expenses (including reasonable attorney fees), hereinafter collectively referred to as "claims," arising out of bodily injury to any person (including death) or property damage, but only to the extent that such claims which result in vicarious/derivative liability to the Indemnitee, are caused by the act, omission, negligence, misconduct, or other fault of the Indemnitor, its officers, officials, agents, employees, or volunteers. For Workers operating Client vehicles, Client hereby agrees to indemnify, defend, and hold harmless ESI for any and all claims, losses, liability, costs, or expenses (including reasonable attorney fees) resulting from a vehicular incident, but only to the extent that the Workers are operating Client's vehicles within the course and scope of authorization granted by the Client.

ESI will indemnify Client for any assessment, assessable payment, fine, or penalty imposed upon Client arising out of any Worker performing services under this Agreement pursuant to 26 U.S.C. §4980H, or any successor statutes, or any regulations enacted thereunder.

19. **ADJUDICATION OF AGREEMENT**

If any court or arbitrator of competent jurisdiction holds that any provision of this Agreement is invalid or unenforceable, the parties desire and agree that the remaining parts of this Agreement will nevertheless continue to be valid and enforceable.

20. **ATTORNEYS' FEES**

Should any litigation be commenced between the parties hereto concerning the terms of this Agreement, or the rights and duties of the parties under this Agreement, the prevailing party in such litigation shall be entitled to, and in addition to any other relief that may be granted, the prevailing party's attorneys' fees and costs.

21. **MODIFICATIONS OR WAIVER OF AGREEMENT**

No modification or waiver of this Agreement will be valid unless the modification or waiver is in writing and signed by the designated representative of the Client and a principal of ESI. The failure of either party at any time to insist upon the strict performance of any provision of this Agreement will not be construed as a waiver of the right to insist upon the strict performance of the same provision, at any future time.

22. **ENTIRE AGREEMENT**

This Agreement, including the Recitals and Exhibits, constitutes the entire agreement between the parties with respect to its subject matter and supersedes all prior and contemporaneous agreements, understandings, inducements and conditions, express or implied, oral or written, of any nature whatsoever with respect to its subject matter.

23. **BINDING NATURE OF AGREEMENT**

This Agreement shall be binding upon and inure to the benefit of the parties hereto and their respective heirs, personal representatives, successors and assigns.

24. **CONSTRUCTION; INTERPRETATION; MODIFICATION**

This Agreement is intended to express the mutual intent of the parties, and no rule of strict construction shall be applied against the drafting party. In this Agreement, the singular includes the plural, and the plural the singular; words imparting gender include both genders; references to "writing" include printing, typing, electronic writing and other means of reproducing words in a tangible visible form; the words "including", "includes" and "include" shall be deemed to be followed by the words "without limitation". The term "person" shall include an individual, corporation, joint venture, partnership, trust, estate, association or any other entity. This Agreement may not be modified or amended other than by a writing signed by the party to be charged with such modification or amendment.

25. **WARRANTY**

Pursuant to the provisions of A.R.S. § 41-4401, each party warrants to the other party that it is in compliance with all Arizona and federal immigration laws and regulations that relate to its employees and Workers and with the E-Verify program under A.R.S. § 23-214(A). Each party acknowledges that its breach of this warranty is a material breach of this Agreement subject to penalties up to and including termination of this Agreement. Each party retains the legal right to inspect the papers of any employee/Worker of the other party or any independent contractor who works on this Agreement to ensure compliance with this warranty.

26. **NOTICES**

All notices or other communication required or permitted under this Agreement shall be in writing, and shall be made by hand delivery, or overnight courier, or prepaid first-class certified mail. Notice to ESI shall be sent to:

Educational Services, Inc.
14614 N. Kierland Blvd, Suite 230
Scottsdale, AZ 85254

Notice to Client shall be sent to Client at the address set forth on the signature page hereto.

27. **NO RULE OF STRICT CONSTRUCTION**

Both parties have approved the language of this Agreement, and no rule of strict construction will be applied against either party.

28. **HEADINGS**

The descriptive headings of the paragraphs and subparagraphs of this Agreement are intended for convenience only, and do not constitute parts of this Agreement.

29. **COUNTERPARTS**

This Agreement may be executed simultaneously in two or more counterparts, each of which will be deemed an original, but all of which together will constitute one and the same instrument.

30. **ARBITRATION**

In the event of any dispute between the parties to this Agreement arising out of, relating to, or in connection with the provisions of this Agreement, or the performance hereunder, the parties hereby agree that any such dispute may be submitted to binding arbitration. The arbitrator shall be selected by mutual agreement. The arbitrator's decision and/or award shall be final and binding. The prevailing party, if any, shall be entitled to reasonable attorney's fees and costs. Arbitration shall take place in Maricopa County.

31. **GOVERNING LAW**

This Agreement shall be construed under the laws of the State of Arizona and shall incorporate by reference all mandatory contract provisions of state agencies required by statute or executive order.

No Israel Boycott. The Parties agree that they are not currently engaged in and agree that for the duration of the Agreement they will not engage in, a boycott of Israel, as that term is defined in A.R.S. §35-393.

32. **VALIDITY**

This Agreement shall be valid and enforceable only after the designated representative of both Client and ESI has signed it.

33. **CANCELLATION FOR CONFLICT OF INTEREST**

Pursuant to A.R.S. § 38-511, the Client may, within three (3) years after its execution cancel this Agreement, without penalty or further obligation, if any person significantly involved in initiating, negotiating, securing, drafting, or creating the contract on behalf of the Client is, at any time while the contract or any extension of the contract is in effect, an employee or agent of any other party to the contract in any capacity, or a consultant to any other party to the contract with respect to the subject matter of the contract.

IN WITNESS WHEREOF, the parties have executed this Agreement on the date indicated at their respective signatures below.

Effective Date: July 1, 2020.

“Client”

EDUCATIONAL SERVICES, INC.,
an Arizona corporation

By: _____

By: Philip Tavaschi

Its: _____

Its: President

CLIENT ADDRESS FOR NOTICE:

Street Address: 6411 N. Robert Road

City, State, Zip Code: Prescott Valley, AZ86314

EXHIBIT A
Fee Schedule

ESI Cooperative Contracts

1 Government Procurement Alliance (IGPA) Contract No. 17-14PV-02

RetireRehire

ASRS Retired Member Leased Employees: excludes Substitutes

- 5.00% of gross salary
- 4.00% of gross salary (volume discount: 100+ RetireRehire employees)

FlexTeach

Recruited Employees: Non-ASRS Retired Members

- 15.00% of gross salary

SubSource

Certified and Classified Substitutes

- 10.00% of gross salary

Mohave Educational Services Cooperative Contract No. 17A-ESI-0518

RetireRehire

ASRS Retired Member Leased Employees excludes Substitutes

- 5.00% of gross salary
- 4.00% of gross salary (volume discount: 100+ RetireRehire employees)

FlexTeach

Recruited Employees: Non-ASRS Retired Members

- 15.00% of gross salary

SubSource

Certified and Classified Substitutes

- 10.00% of gross salary

EXHIBIT B
Client RetireRehire Terms

Certified Employees

Contractual Salary (% of Exiting Salary)	80%
Supplemental Pay (% of Pay Rate)	80%
Performance Pay	NO
Insurance Support	NO
Leave	YES*
Holiday Pay	NO
Program Application Period	None
Time Limit with ESI	Two Years

Other Special Provisions: *3 personal days. 10 sick days (1 per month).

Classified Employees

	<input type="checkbox"/> Same as Certified Employees
Contractual Salary (% of Exiting Salary)	80%
Supplemental Pay (% of Pay Rate)	80%
Performance Pay	No
Insurance Support	No
Leave	Yes*
Holiday Pay	Varies*
Program Application Period	None
Time Limit with ESI	Two Years

Other Special Provisions: *10-month employees: 2 personal days, no holiday pay and 10 sick days. *12-month employees: 10 vacation days, 12 paid holidays, 12 sick days.

Administrators

	<input type="checkbox"/> Same as Certified Employees
Contractual Salary (% of Exiting Salary)	80%
Supplemental Pay (% of Pay Rate)	80%
Performance Pay	No
Insurance Support	No
Leave	Yes*
Holiday Pay	Yes**
Program Application Period	None
Time Limit with ESI	Two Years

Other Special Provisions: * 27 vacation days. ** 12 paid holidays. Also 12 sick days (1 per month).

CONSENT

Item 6K.

Stipend Schedule 2020-21

HUMBOLDT UNIFIED SCHOOL DISTRICT

TO: Humboldt Unified School District Governing Board
FROM: Cole Young, Assistant Superintendent – Operations

Item # **6K**

DATE: Tuesday, April 7, 2020

Reading

Discuss

SUBJECT: Approval of Stipend Schedule for the 2020-2021 School Year

Action

Consent **X**

OBJECTIVE: Goal #4 To Attract and Retain Highly Effective Employees

SUPPORTING DATA:

The attached Stipend Schedule has no changes added to it since its last approval by the Board on December 10, 2019. The attached proposed 2020-2021 Stipend Schedule includes all stipends except those that are tax-credit funded site-council approved clubs located at our respective school sites. These clubs are dependent on site tax-credit monies collected and approved by the local site councils for final ratification on a yearly basis.

SUMMARY & RECOMMENDATION:

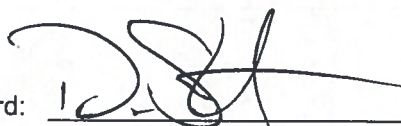
It is the recommendation that the 2020-2021 Stipend Schedule be approved for the 2020-2021 school year.

Sample Motion:

It is recommended that the Governing Board:

Move to approve the attached 2020-2021 Stipend Schedule for the 2020-2021 school year as presented.

Approved for transmittal to the Governing Board:



Dr. Daniel Streeter, Superintendent

Questions should be directed to: Cole Young @ 759-5016

3/25/2020

TRACK (Spring Season)	Softball - JV Coach	1	M/O	\$ 1,837.50	\$ 2,388.75	\$ 2,940.00
	Softball - Freshman Coach	1	M/O	\$ 1,837.50	\$ 2,388.75	\$ 2,940.00
TRACK (Spring Season)	Track - Head Coach	1	M/O	\$ 2,450.00	\$ 3,185.00	\$ 3,920.00
	Track - Assistant Coach - HS	2	M/O	\$ 1,837.50	\$ 2,388.75	\$ 2,940.00
	Track - Assistant Coach - HS	Per Trigger #	Tax Credit	\$ -	\$ -	\$ -
	Track Boys - MS	1 per building	M/O	\$ 1,225.00	\$ 1,592.50	\$ 1,960.00
	Track Girls - MS	1 per building	M/O	\$ 1,225.00	\$ 1,592.50	\$ 1,960.00
	Track - Assistant Coach - MS	Per Trigger #	Tax Credit	\$ 612.50	\$ 796.25	\$ 980.00
	Track - Coach - Elementary	1 per building	Tax Credit	\$ 612.50	\$ 796.25	\$ 980.00
	Track - Assistant Coach - Elementary	Per Trigger #	Tax Credit	\$ 612.50	\$ 796.25	\$ 980.00
SOCCER (Winter Season)	Soccer Boys - Head Coach	1	M/O	\$ 2,450.00	\$ 3,185.00	\$ 3,920.00
	Soccer Girls - Head Coach	1	M/O	\$ 2,450.00	\$ 3,185.00	\$ 3,920.00
	Soccer - Assistant Coach - HS	Per Trigger #	Tax Credit (Sport)	\$ 1,837.50	\$ 2,388.75	\$ 2,940.00
	Soccer Boys - JV Coach	1	M/O	\$ 1,837.50	\$ 2,388.75	\$ 2,940.00
	Soccer Girls - JV Coach	1	M/O	\$ 1,837.50	\$ 2,388.75	\$ 2,940.00
	Soccer - Combined Boys Girls- MS	1	M/O	\$ 1,225.00	\$ 1,592.50	\$ 1,960.00
	Soccer - Combined Girls Coach - MS	1	M/O	\$ 1,225.00	\$ 1,592.50	\$ 1,960.00
	Soccer - Assistant Coach - MS	Per Trigger #	Tax Credit	\$ 612.50	\$ 796.25	\$ 980.00
CROSS COUNTRY (Fall Season)	Cross Country - Head Coach	1	M/O	\$ 2,450.00	\$ 3,185.00	\$ 3,920.00
	Cross Country - Assistant Coach - HS	Per Trigger #	Tax Credit	\$ 1,837.50	\$ 2,388.75	\$ 2,940.00
	Cross Country - Combined Boys and Girls Coach - MS	4		\$ 1,225.00	\$ 1,592.50	\$ 1,960.00
TENNIS (Spring Season)	Tennis Boys - Head Coach	1	M/O	\$ 2,450.00	\$ 3,185.00	\$ 3,920.00
	Tennis Girls - Head Coach	1	M/O	\$ 2,450.00	\$ 3,185.00	\$ 3,920.00
	Tennis - Assistant Coach	Per Trigger #	Tax Credit (Sport)	\$ 1,837.50	\$ 2,388.75	\$ 2,940.00
SWIMMING (Fall Season)	Swim - Head Coach	1	M/O	\$ 2,450.00	\$ 3,185.00	\$ 3,920.00
	Swim - Assistant Coach	Per Trigger #	Tax Credit	\$ 1,837.50	\$ 2,388.75	\$ 2,940.00
GOLF (Fall Season)	Golf - Head Coach Boys	1	M/O	\$ 2,450.00	\$ 3,185.00	\$ 3,920.00
	Golf - Head Coach Girls	1	M/O	\$ 2,450.00	\$ 3,185.00	\$ 3,920.00
	Golf - Assistant Coach	Per Trigger #	Tax Credit	\$ 1,837.50	\$ 2,388.75	\$ 2,940.00
CHEER (Fall Season/Winter Season)	(2 seasons)					
	Cheer Coach - Head	1	M/O	\$ 2,450.00	\$ 3,185.00	\$ 3,920.00
	Cheer Coach - Assistant	Per Trigger #	M/O	\$ 1,225.00	\$ 1,592.50	\$ 1,960.00
MUSIC (School Year)	Band Director - Middle School	1 per building	M/O	\$ 1,225.00	\$ 1,592.50	\$ 1,960.00
	*MS Band stipend requires minimum of six (6) after school and/or evening events per year.					
	Choir Director - Middle School	1 per building	M/O	\$ 1,225.00	\$ 1,592.50	\$ 1,960.00
	*MS Choir stipend requires minimum of six (6) after school and/or evening events per year.					
	Choir Director - High School	1	M/O	\$ 2,940.00	\$ 3,822.00	\$ 4,704.00
	Marching Band Director - High School	1	M/O	\$ 2,940.00	\$ 3,822.00	\$ 4,704.00
	Marching Band Assistant - High School (45+ students)	Per Trigger #	M/O	\$ 1,225.00	\$ 1,592.50	\$ 1,960.00

Marching Band Assistant - High School (90+ students)		Per Trigger #	Tax Credit	4	\$ 1,225.00	\$ 1,592.50	\$ 1,960.00
Music Director - Elementary		1 per building	M/O	5	\$ 612.50	\$ 796.25	\$ 980.00
*Elementary Choir stipend requires minimum of three (3) after school and/or evening events per year.							
STUDENT COUNCIL (School Year)							
Student Council Advisor - High School		1	M/O	3	\$ 1,837.50	\$ 2,388.75	\$ 2,940.00
Student Council Advisor - Middle School		1 per building	M/O	4	\$ 1,225.00	\$ 1,592.50	\$ 1,960.00
Student Council Advisor - Elementary		1 per building	M/O	5	\$ 612.50	\$ 796.25	\$ 980.00
YEARBOOK (School Year)							
Yearbook Advisor - High School		1	M/O	3	\$ 1,837.50	\$ 2,388.75	\$ 2,940.00
Yearbook Advisor - Middle School		1 per building	M/O	5	\$ 612.50	\$ 796.25	\$ 980.00
DRAMA (School Year)							
Drama Advisor - High School		1	M/O	1	\$ 2,940.00	\$ 3,822.00	\$ 4,704.00
*HS Drama stipend requires minimum of ten (10) after school and/or evening events per year.							
Drama Technical Advisory - HS		1	M/O	4	\$ 1,225.00	\$ 1,592.50	\$ 1,960.00
*HS Drama Tech stipend requires minimum of eight (8) after school and/or evening events per year.							
Drama Advisor - Middle School		1 per building	M/O	4	\$ 1,225.00	\$ 1,592.50	\$ 1,960.00
*MS Drama stipend requires minimum of six (6) after school and/or evening events per year.							
HIGH SCHOOL (School Year)							
Advanced Ed - Co-Chair		2	M/O	3	\$ 1,837.50	\$ 2,388.75	\$ 2,940.00
CTSO Advisor - High School (Deca (1), Skills (1), HOSA (2) Thespians (1))		5	JTED		\$ 1,850.00		
Department Chair (LA, Math, Science, Social Studies) - High School		1 per core class	M/O	3	\$ 1,837.50	\$ 2,388.75	\$ 2,940.00
AVID Coordinator - High School		1	M/O	3	\$ 1,837.50	\$ 2,388.75	\$ 2,940.00
Department Chair (except LA, Math, Science, Social Studies) - High School		1 per department	M/O	4	\$ 1,225.00	\$ 1,592.50	\$ 1,960.00
Graduation Sponsor - High School		1	M/O	5	\$ 612.50	\$ 796.25	\$ 980.00
Prom Sponsor - High School		1	M/O	5	\$ 612.50	\$ 796.25	\$ 980.00
High School Speech/Forensics/Mock Trial Advisor		1	M/O	4	\$ 1,225.00	\$ 1,592.50	\$ 1,960.00
Calculus Camp Instructor		1	Yavapai College/ Embury-Riddle		\$ 2,500.00		
Link Advisor (3)		3	FFMA		\$ 612.50		
MIDDLE SCHOOL (School Yr.)							
Athletic Director - Middle School		1 per building	M/O	4	\$ 1,225.00	\$ 1,592.50	\$ 1,960.00
Reading Counts - Middle School		1 per building	M/O	5	\$ 612.50	\$ 796.25	\$ 980.00
Student Advisor Group Leader - Middle School		6	MGI Grant	other	\$ 612.50	\$ -	\$ -
Team Leader - Middle School			M/O	5	\$ 1,225.00	\$ 1,592.50	\$ 1,960.00
BMMS (3)		7th, 8th, Elective					
GHMS (4)		7th, 8th, Elective, Honors					
LTS (1)		7/8 Combo					
AVID Coordinator - Middle School		1 per building	M/O		\$ 1,850.00		
ELEMENTARY SCHOOL (School Yr.)							
"Clubs/Program" stipend to be paid a fixed \$612.50 from Tax Credit as available and with Principal approval.			Tax Credit		\$ 612.50		
TRIGGERS							
Athletic Director - Elementary		1	M/O		\$ 4,000.00	\$ -	\$ -
Child Study Coordinator - Elementary		1 per building	M/O	4	\$ 1,225.00	\$ 1,592.50	\$ 1,960.00
Reading Counts - Elementary		1 per building	M/O	5	\$ 612.50	\$ 796.25	\$ 980.00
AVID Coordinator - Elementary		1 per building	M/O		\$ 1,850.00		
"Clubs" stipend to be paid a fixed \$612.50 from Tax Credit as available and with Principal approval.							
A sports team with <10... stipend= 1/2 pay rate							
A sports team with 24+...assistant coach (Tax Credit)							
A sports team with 48+...second assistant coach (Tax Credit)							
A high school dept. head with <6 = 1/2 pay scale							

ACADEMIC ADVISORS	High School Counselors	4	Medicaid	\$ 6,000.00	\$ -	\$ -
	*HS Counselors requires a minimum of ten (10) after school and/or evening events per year					
Psychologist Stipend (Caseload)	District Psychologist	3	M/O	\$ 2,500.00		
CURRICULUM COORDINATORS	District ELD Coordinator	1	M/O/Title III	\$ 15,000.00	\$ -	
	District Insurance Liaison/ACA	1	YUEBT	\$ 6,000.00		
	CTE Director Extended Contract	1	JTED/CTE	\$ 4,000.00	\$ -	
	Nursing Program Coordinator	1	JTED/CTE	\$ 2,000.00		
	Lead Nurse	1	M/O	\$ 2,500.00	\$ -	
	Lead Speech	1	SPED 220	\$ 1,000.00	\$ -	
	Lead Psych	1	SPED 220	\$ 2,500.00	\$ -	
	Psych Intern Supervisor	1	SPED 220	\$ 2,500.00	\$ -	
	Social Worker Intern Supervisor	1	SPED 220	\$ 2,500.00	\$ -	
	Special Education Mentor	1	M/O	\$ 1,000.00	\$ -	
	Speech Supervision	1	SPED 220	\$ 2,500.00	\$ -	
	Procurement Compliance Coordinator	1	Taylor Grazing 353	\$ 6,000.00		
	Gifted Coach - Signature Program	1 - LVES	Signature Prgm	\$ 2,500.00		
	21st Century Advisors - Signature Program	2 - CSES	Signature Prgm	\$ 2,500.00	\$ -	
	Title One - Summer School Coordinator	1	Title 1	\$ 3,000.00	\$ -	
PROFESSIONAL DEVELOPMENT/ CURRICULUM DEVELOPMENT	Title One - Summer School Assessment Coordinator		Title 1	\$ 100.00	Day	
	Title One - Summer School Teacher		Title 1	\$ 100.00	Day	
	Teacher - Participant Full Day - (6-8hrs)		Misc Grts	\$ 100.00	Day	
	Teacher - Participant Half Day - (3-4hrs)		Misc Grts	\$ 50.00	Day	
	HUSD Presenters Full Day - (6-8hrs) Individual Teacher		Misc Grts	\$ 200.00	Day	
	HUSD Presenters Half Day - (3-4hrs) Individual Teacher		Misc Grts	\$ 100.00	Day	
	HUSD Presenters Full Day - (6-8hrs) Team Presenters (each)		Misc Grts	\$ 150.00	Day	
	HUSD Presenters Half Day - (3-4hrs) Team Presenters (each)		Misc Grts	\$ 75.00	Day	
	Bus Trainer	1 Per District	M/O	\$2,500/Year		
	Class Overload: High School	1/5 of Salary	M/O			
	Class Overload: Middle School	1/5 of Salary	M/O			
	Class Overload: Elementary School	1/7 of Salary	M/O			
	Class Overload: (Other)	1/4 of Salary	M/O			
	Assistant coaches not listed will be paid as follows: 1) High school assistants for Category 1 head coaches will be paid two (2) steps lower than the high school head coach. 2) High school assistants for Category 2 head coaches and middle level assistants will be paid one (1) step lower than the coach. 3) Elementary assistants will be paid at the same level as the elementary coach. Assistants based on triggers will be paid from Tax Credit Funds, except as listed above.					
GUIDELINES	*Funding sources may vary					
	Continuous years of in-house experience in a "position type" will count for horizontal movement.					
	Head high school coaches new to the District may be granted up to five (5) years credit for coaching experience in the same sport at previous schools.					
	High school assistant coaches, JV Coaches, and Freshman Coaches new to the District may be granted up to three (3) years credit for coaching experience in the same sport at previous schools.					

CONSENT

Item 6L.

Fee Schedules for 2020-2021

HUMBOLDT UNIFIED SCHOOL DISTRICT

TO:	Humboldt Unified School District Governing Board	Item # 62
FROM:	Cole Young, Assistant Superintendent - Operations	Reading
DATE:	Tuesday, April 7, 2020	Discuss
SUBJECT:	Preschool, Before and After School Program, Elementary and Middle School Fee Schedules for SY 2020-2021	Action
		Consent X

OBJECTIVE:	Goal #1: To Raise the Level of Student Achievement
	Goal #2: To Focus on Planning for Future Student Needs

SUPPORTING DATA:

The attached fee schedules outline the fees that are charged to students to access certain offerings throughout our district's many programs. Fees are applied to elective courses and voluntary extra-curricular opportunities that are not required for promotion nor receive a grade. Fees can also be assessed for instrument rental in music elective courses.

Financial hardship will not exclude a student from being able to access any co-curricular/extra-curricular opportunities as principals have the discretion to waive fees on a case-by-case basis.

The only change for this year, as noted on the attachment, is an increase in preschool fees in order to cover the costs of the program, to assist with the program's ability to be self funded.

Please see the attached fee schedules for identified fees to be assessed within our Before and After School Program, Preschool Program, and both the elementary and middle school levels during the 2020-2021 school year.

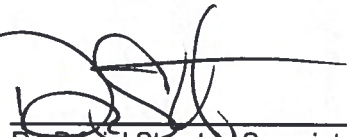
SUMMARY & RECOMMENDATION:

It is the recommendation of the administration that the board approve the Preschool, Before and After School Program, Elementary and Middle School Fee Schedules for the 2020-2021 school year.

Sample Motion:

I move to approve the 2020-2021 fee schedules for the Preschool, Before and After School Program, Elementary and Middle Schools as presented.

Approved for transmittal to the Governing Board:



Dr. Daniel Streeter, Superintendent

Questions should be directed to: Cole Young, Assistant Superintendent @ 759-5016

HUSD Elementary/Middle School/BFPS/Before and After School Fee Schedule

2020-2021 School Year

ELEMENTARY SCHOOL	2019-2020	2020-2021
SPORTS - PAY-TO-PLAY Tax Credit = T/C	\$50.00	\$50.00
SPORTS - PAY-TO-PLAY T/C	\$25.00	Free/Reduced
LEGO ROBOTICS - After School Program (Cost of Materials)	\$50.00	\$50.00
LEGO ROBOTICS - (Cost of Materials)	\$25.00	Free/Reduced
SCIENCE OLYMPIAD - (Cost of Materials)	\$50.00	\$50.00
SCIENCE OLYMPIAD - (Cost of Materials)	\$25.00	Free/Reduced
ORCHESTRA - T/C (Rental/Cost of Materials)	\$50/Semester	\$50/Semester
HUSD Before and After School Homework/ Activity Program	\$60/Week	\$60/Week
Bright Futures Preschool (five full days per week)	\$540/ Monthly	\$580/ Monthly (see attached)

MIDDLE SCHOOL - GLASSFORD HILL	2019-2020	2020-2021
SCIENCE OLYMPIAD (P-T-P) - No Grade - (Cost of Materials)	\$70.00	\$70.00
SCIENCE OLYMPIAD (P-T-P) - No Grade - (Cost of Materials)	\$35.00	Free/Reduced
SPORTS - PAY-TO-PLAY Tax-Credit = T/C	\$70.00	\$70.00
SPORTS - PAY-TO-PLAY - T/C	\$35.00	Free/Reduced
BAND - (Rental of Instrument)	\$50/Year	\$50/Year
ORCHESTRA - T/C (Rental/Cost of Materials)	\$50/Semester	\$50/Semester

MIDDLE SCHOOL - BRADSHAW MTN.	2019-2020	2020-2021
SPORTS - PAY-TO-PLAY Tax-Credit - T/C	\$70.00	\$70.00
SPORTS - PAY-TO-PLAY T/C	\$35.00	Free/Reduced
GUITAR - (Rental of Instrument)	\$25/Semester	\$25/Semester
BAND - (Rental of Instrument)	\$50/Year	\$50/Year
ORCHESTRA - T/C (Rental/Cost of Materials)	\$50/Semester	\$50/Semester

MIDDLE SCHOOL - LIBERTY TRADITIONAL	2019-2020	2020-2021
K-8 ORCHESTRA - T/C (Rental/Cost of Materials)	\$50/Semester	\$50/Semester
K-6 SPORTS - PAY-TO-PLAY T/C	\$50.00	\$50.00
K-6 SPORTS - PAY-TO-PLAY T/C	\$25.00	Free/Reduced
7-8 SPORTS - PAY-TO-PLAY T/C	\$70.00	\$70.00
7-8 SPORTS - PAY-TO-PLAY T/C	\$35.00	Free/Reduced
7-8 SCIENCE OLYMPIAD - No Grade - (Cost of Materials)	\$70.00	\$70.00
LEGO LEAGUE (P-T-P) - T/C (Cost of Materials)	\$50.00	\$50.00
LEGO LEAGUE (P-T-P) - T/C (Cost of Materials)	\$25.00	Free/Reduced
BAND - (Rental of Instrument)	\$50/Year	\$50/Year

**Bright Futures Preschool Program Fee Schedule
2020-2021 School Year**

Program	Times Attending	Days of the Week	Fees	2nd Student Rate	Employee Rate
Extended Preschool w/Preschool	6:30—5:30	Mon—Fri	\$50 non-refundable registration fee \$580 mo w/preschool 5 days a week for 180 days	Registration fee waived on second student \$550 monthly tuition	Registration fee waived \$522 monthly tuition
Extended Preschool w/Preschool	6:30—5:30	Tues, Wed, Thurs	\$50 non-refundable registration fee \$420 mo w/preschool 3 days a week for 112 days	Registration fee waived on second student \$400 monthly tuition	Registration fee waived \$378 monthly tuition
Preschool (2.5 hours with A Certified Teacher)	AM class 8:30 – 11:00 or PM class 12:30 – 3:00	Tuesday, Wednesday, and Thursday	\$50 non-refundable registration fee \$180 monthly for 106 days	Registration fee waived on second student \$170 monthly tuition	Registration fee waived \$162 monthly tuition

CONSENT

Item 6M.

Supplemental Wage Schedule for 2020-21

HUMBOLDT UNIFIED SCHOOL DISTRICT

TO: Humboldt Unified School District Governing Board
FROM: Cole Young, Assistant Superintendent - Operations
DATE: Tuesday, April 7, 2020
SUBJECT: Approval of Supplemental Wage Schedule for 2020-2021

Item # 6 M
Reading
Discuss
Action
Consent X

OBJECTIVE: Goal #4: To Attract and Retain Highly Effective Employees

SUPPORTING DATA:

The attached *HUSD 2020-21 Supplemental Wage Schedule* provides a listing of a variety of extra duty wages which are not included on any Board approved salary or stipend schedule. The attached wage schedule allows for the District to continue operations in areas outside of stipends including substitutes and other after and outside of contract time work opportunities. There have been no additions or changes made to this schedule since the Board last approved it on February 11, 2020.

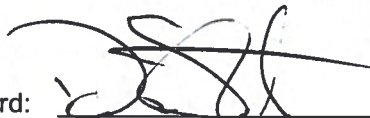
SUMMARY & RECOMMENDATION:

It is recommended that the Governing Board approve the HUSD 2020-2021 Supplemental Wage Schedule as presented.

Sample Motion:

I move to approve the attached HUSD 2020-2021 Supplemental Wage Schedule as presented.

Approved for transmittal to the Governing Board:



Dr. Daniel Streeter, Superintendent

Questions should be directed to: Cole Young, 759-5016

2020-2021 HUSD SUPPLEMENTAL WAGE SCHEDULE (Pending Board Approval 4/7/2020)

Position	Rate	Per		Notes
After School Detention	\$15.00	Hour	Certified	
After School Detention	Hrly Rate	Hour	Classified	
Catering - Civic	1.5 @ Hrly Rate	Hour	Classified	
Class Coverage - Elementary	\$11.00	Period	Certified	Based on \$15.00 per hour
Class Coverage - High School	\$13.75	Period	Certified	Based on \$15.00 per hour
Class Coverage - Middle	\$12.50	Period	Certified	Based on \$15.00 per hour
Class Coverage - Other	\$15.00	Hour	Certified	Based on \$15.00 per hour
IEP Compliance/Caseload Support	\$25.00	Hour	Certified	
CTE Grant Supplemental Activities	\$25.00		Class/Cert	Teacher/Nurse Paid w/CTE funds
Custodian - Civic	\$25.00	Hour	Position	Based on \$15.00 per hour
Parental Involvement	\$25.00	Hour	Certified	Incl. Nurse Paid w/Title 1 Funds
Parental Involvement	\$15.00	Hour	Classified	Paid w/Title I Funds
Saturday School	\$15.00	Hour	Certified	
Saturday School	Hrly Rate	Hour	Classified	
Special Projects	Hourly Rate	Hour	Classified	
Student Worker - Food	\$12.00	Hour		Paid w/ F&N Funds
Student Worker - SPED Transition	\$12.00	Hour		Paid w/ SPED Funds
Substitute Certified	\$90.00	Day	Certified	
Long-Term Certified Sub	\$105.00	Day	Certified	Starting at Day 11 after 10 consecutive days doing the same job.
Substitute Certified (Humboldt Elementary)	\$100.00	Day	Certified	
Substitute Classified		Hour	Classified	Entry Level Pay Per Hour Based On Job Category after 10 days
Nurse Substitute	\$95	Day	Classified	
Summer School - ESY (Instructor/Coordinator/Prep)	\$25.00	Hour	Certified	
Summer School - ESY (OT/PT/Speech)	Hrly Rate	Hour	Classified	
Summer School - ESY Aide	\$15.00	Hour	Classified	
Summer School - Title I Aide/Title I Admin Asst	\$12.50	Hour	Classified	
Summer School - Instructors	\$25.00	Hour	Certified	
Training - AZELLA Certification	\$25.00	Hour	Certified	
Training - CPI	Hourly Rate	Hour	Classified	
Translation / Interpreting - Certified	\$25.00	Hour	Certified	if performed off-contract hours
Translation / Interpreting - Classified	\$25.00	Hour	Classified	if performed off-contract hours
Tutoring	\$25.00	Hour	Certified	Includes Homebound Service
Tutoring	\$15.00	Hour	Classified	
Tutoring - AVID	\$12.00	Hour	Class/Cert	
Adult English Tutor	\$25.00	Hour	Class/Cert	Paid with Title III monies
Varsity Football*				
Ticket Seller / Taker	\$35.00	Event	Certified	Paid w/ General Athletics Auxiliary Funds
Announcer	\$35.00	Event	Certified	Paid w/ General Athletics Auxiliary Funds
Scoreboard	\$35.00	Event	Certified	Paid w/ General Athletics Auxiliary Funds
Chain Crew	\$35.00	Event	Certified	Paid w/ General Athletics Auxiliary Funds
Security	\$35.00	Event	Certified	Paid w/ General Athletics Auxiliary Funds
Team Liaison	\$50.00	Event	Certified	Paid w/ General Athletics Auxiliary Funds
JV/Freshman Football*				
Ticket Seller / Taker	\$30.00	Event	Certified	Paid w/ General Athletics Auxiliary Funds
Announcer	\$30.00	Event	Certified	Paid w/ General Athletics Auxiliary Funds

	Scoreboard	\$30.00	Event	Certified	Paid w/ General Athletics Auxiliary Funds
	Chain Crew	\$30.00	Event	Certified	Paid w/ General Athletics Auxiliary Funds
	Security	\$30.00	Event	Certified	Paid w/ General Athletics Auxiliary Funds
Volleyball (Varsity, JV, and Freshman Games)*					
	Ticket Seller / Taker	\$40.00	Event	Certified	
	Announcer / Scoreboard	\$50.00	Event	Certified	Or \$20, \$15, \$15/game. (\$30 Flat Fee for Middle School) Paid w/General Athletics Auxiliary Funds / Tax-Credit
	Libero Tracker	\$50.00	Event	Certified	Or \$20, \$15, \$15/game. Paid w/General Athletics Auxiliary Funds
	Security	\$50.00	Event	Certified	Or \$20, \$15, \$15/game. Paid w/General Athletics Auxiliary Funds
Basketball (Varsity, JV, and Freshman Games)*					
	Ticket Seller / Taker	\$40.00	Event	Certified	Paid w/ General Athletics Auxiliary Funds
	Announcer	\$50.00	Event	Certified	Or \$20, \$15, \$15/game. Paid w/General Athletics Auxiliary Funds
	Scoreboard	\$50.00	Event	Certified	Or \$20, \$15, \$15/game. (\$30 Flat Fee for Middle School) Paid w/General Athletics Auxiliary Funds / Tax-Credit
	Security	\$50.00	Event	Certified	Or \$20, \$15, \$15/game. Paid w/General Athletics Auxiliary Funds
	Team Liaison	\$50.00	Event	Certified	Paid w/ General Athletics Auxiliary Funds
Soccer (JV, Varsity games)					
	Ticket Seller / Taker	\$40.00	Event	Certified	Or \$20/game. Paid w/General Athletics Auxiliary Funds
	Scoreboard	\$40.00	Event	Certified	Or \$20/game. Paid w/General Athletics Auxiliary Funds
	Security	\$40.00	Event	Certified	Or \$20/game. Paid w/General Athletics Auxiliary Funds
Wrestling (Varsity, JV, and Freshman Matches)					
	Ticket Seller / Taker	\$40.00	Event	Certified	Paid w/ General Athletics Auxiliary Funds
	Scoreboard	\$40.00	Event	Certified	Paid w/ General Athletics Auxiliary Funds
	Security	\$40.00	Event	Certified	Paid w/ General Athletics Auxiliary Funds
Track					
	Announcer	\$40.00	Event	Certified	Paid w/ General Athletics Auxiliary Funds
	Timer	\$40.00	Event	Certified	Paid w/ General Athletics Auxiliary Funds
	Event Judge	\$40.00	Event	Certified	Paid w/ General Athletics Auxiliary Funds
Baseball/Softball*					
	Announcer	\$25.00	Event	Certified	Paid w/ General Athletics Auxiliary Funds
	Ticket Seller / Taker	\$25.00	Event	Certified	Paid w/ General Athletics Auxiliary Funds
	Security	\$35.00	Event	Certified	Paid w/ General Athletics Auxiliary Funds
Cross Country/Golf					
	Security	\$50.00	Event	Certified	Paid w/ General Athletics Auxiliary Funds

CONSENT

Item 6N.

Results Based Funding Stipends - 2020-21

HUMBOLDT UNIFIED SCHOOL DISTRICT

TO:	Humboldt Unified School District Governing Board	Item # 6 N
FROM:	Cole Young, Assistant Superintendent - Operations	Reading
DATE:	Tuesday, April 7, 2020	Discuss
SUBJECT:	Approval of Stipends for Eligible Staff Members at BMMS, LVES, and HES Using Results-Based Funding	Action
		Consent X

OBJECTIVE: Goal #1: To Raise the Level of Student Achievement
Goal #2: To Focus on Planning for Future Student Needs
Goal #4: To Attract and Retain Highly Effective Employees

SUPPORTING DATA:

Arizona Legislators approved results-based funding through Senate Bill 1530 in 2017. The initiative was to provide additional funding to schools based on the percentage of their students who passed the AzMERIT assessment in math and language arts. A school's free and reduced percentage determined the amount eligible from the state for qualifying cut scores. A memorandum has been attached to this transmittal outlining the details concerning the qualifying criteria and means of expenditures of said funding.

It is Humboldt Unified School District's plan to provide each eligible employee (Classified and Certified) of the school awarded with these results-based dollars a stipend in the amount of one thousand dollars after deducting employee related expenses. The stipend, professional development and the purchase of supplies for the specific site will make up at minimum 51% of the awarded amount. The remaining dollars will then be focused on expansion and replication of programs for the respective site and District.

This year we had three schools qualifying for results-based funding: Bradshaw Mountain Middle School, Lake Valley Elementary School, and Humboldt Elementary School.

SUMMARY & RECOMMENDATION:

It is the administrative recommendation and appropriate within the provisions of Senate Bill 1530 to award the eligible certified and classified staff of the aforementioned three schools a stipend in the approximate amount of one-thousand two-hundred fifty dollars. Based on personal tax decisions the amount of a thousand dollars take-home will vary slightly from employee to employee.

Sample Motion:

I move to award results-based funding stipends to the eligible classified and certified staff members of Bradshaw Mountain Middle School, Lake Valley Elementary School and Humboldt Elementary School in the gross amount of \$1,250 to be paid in accordance with Senate Bill 1530.

Approved for transmittal to the Governing Board:


Dr. Daniel Streeter, Superintendent

Questions should be directed to: Cole Young, 759-5016



State of Arizona
Department of Education

SCHOOL FINANCE MEMORANDUM 20-023

TO: School District Superintendents, Business Managers, Charter District Administrators, and Charter District Directors

FROM: Lyle Friesen, Deputy Associate Superintendent of School Finance

DATE: November 7, 2019

SUBJECT: FY 2020 Results-Based Funding Distribution, Eligibility Requirements, and Accounting and Expenditure Reporting

Pursuant to session law, HB 2749, Sec. 25, the Results-Based Funding fund consists of legislative appropriations in the amount of \$68,600,000. The Arizona Department of Education (ADE) shall administer and distribute monies to School District or Charter Districts for their eligible schools, based on the statutory formula. Any monies spent from the Results-Based Funding fund by a School District or Charter District shall be accounted for at the school level, and detailed expenditure reporting will be required as part of the School District or Charter District FY 2020 Annual Financial Report (AFR).

Results-Based Funding in Two Distributions

ADE School Finance will distribute Results-Based Funding in two payments. The first payment will be distributed in December 2019 and will be approximately 60% of the calculated allocation for the eligible schools of the School Districts and Charter Districts. The second payment will be distributed in May 2020 and will consist of any remaining Results-Based Funding allocation.

The first payment will be calculated based on FY 2020 student counts (FY 2019 100th Day ADM for School District eligible schools, and FY 2020 projected 100th Day ADM for Charter District eligible schools), as of Oct 31, 2019. The FY 2020 Results-Based Funding allocation file is located at:

<http://www.azed.gov/finance/2019/11/05/fy2020-results-based-funding-calculations/>

The second payment will be based on recalculated FY 2020 student counts (FY 2019 100th Day ADM for School District eligible schools, and FY 2020 AzEds ADM for Charter District eligible schools), at the time of the Results-Based Funding recalculation. This second payment will equal the recalculated annual Results-Based Funding amount minus the amount of the first payment distributed to each School District and Charter District for their eligible schools.

Current calculations indicate a shortfall of approximately 5%. A supplemental appropriation to cover the shortfall, which would be subject to legislative approval, is currently being discussed and would likely be included in the second distribution of funds later in the fiscal year. If the supplemental appropriation does not materialize, the shortfall will be allocated to each School District or Charter District school based on its recalculated annual Results-Based Funding allocation at the time of the second payment.

Results-Based Funding Eligibility Requirements

A School District or Charter District does not have to apply for Results-Based Funding for their eligible schools. The ADE School Finance will calculate the funding allocation, based on the statutory formula, for the School District or Charter District schools meeting the eligibility requirements.

1. Each school shall receive \$225 per student count if:
 - a.) fewer than 60% of the students who are enrolled meet the eligibility requirements for Free or Reduced priced lunches; or eligibility 1 & 2 for poverty; and
 - b.) the school performed in the top 13% of all schools statewide as demonstrated by the average percentage of the students who obtained a passing score on the mathematics and language arts portions of the Spring 2018 administration of the AzMERIT statewide assessment. The Spring 2018 statewide assessment results are located at <http://www.azed.gov/accountability-research/data/>
2. Each school shall receive \$400 per student count if:
 - a.) 60% or more of the students who are enrolled meet the eligibility requirements for Free or Reduced priced lunches; or eligibility 1 & 2 for poverty; and
 - b.) the school performed in the top 13% of schools, with a student population consisting of at least 60% students meeting the eligibility requirements for Free or Reduced priced lunches or eligibility 1 or 2 for poverty as demonstrated by the average percentage of the students who obtained a passing score on the mathematics and language arts portions of the Spring 2018 administration of the AzMERIT statewide assessment. The Spring 2018 statewide assessment results are located at <http://www.azed.gov/accountability-research/data/>
3. Each school shall receive \$225 per student count if:
 - a.) 60% or more of the students who are enrolled meet the eligibility requirements for Free or Reduced priced lunches; or eligibility 1 & 2 for poverty; and
 - b.) the school performed in the top 27% of schools, but not in the top 13% of schools, with a student population consisting of at least 60% students meeting the eligibility requirements for Free or Reduced priced lunches or eligibility 1 or 2 for poverty as demonstrated by the average percentage of the students who obtained a passing score on

the mathematics and language arts portions of the Spring 2018 administration of the AzMERIT statewide assessment. The Spring 2018 statewide assessment results are located at <http://www.azed.gov/accountability-research/data/>

4. Each alternative high school shall receive \$400 per student count if:
 - a.) 60% or more of the students who are enrolled meet the eligibility requirements for Free or Reduced priced lunches; or eligibility 1 & 2 for poverty; and
 - b.) the school performed in the top 27% of schools, with a student population consisting of at least 60% students meeting the eligibility requirements for Free or Reduced priced lunches or eligibility 1 or 2 for poverty as demonstrated by the average percentage of the students who obtained a passing score on the mathematics and language arts portions of the Spring 2018 administration of the AzMERIT statewide assessment. The Spring 2018 statewide assessment results are located at <http://www.azed.gov/accountability-research/data/>

Results-Based Funding Accounting and Expenditure Reporting

- 1). In accordance with A.R.S. §15-249.08, monies received must be allocated directly to enhance, expand or replicate the school site that generated the Results-Based Funding, and must not supplant monies budgeted or received from any other source that are generally provided to that school.
- 2). The majority of the monies received must be used for teacher salaries, to hire teachers, for school leader salaries, for classroom supplies and for other strategies to sustain outcomes for students at that school.
- 3). A portion of the monies received may be used for the expansion and replication of that school site as a quality school model.
- 4). The monies must be used to sustain and replicate results:
 - a. Providing for costs associated with adding seats and serving more students at the awarded school site, including students on a waiting list.
 - b. Mentoring school leaders and teachers from other sites to replicate the model and instructional practices that show results in closing the achievement gap.
 - c. Physically expanding the results-based funding model or strategies at another location to improve academic outcomes at that location and to accelerate academic growth.

Monies received should be deposited in Fund 457 (School Districts) and Project 1457 (Charter Districts). The Results-Based Funding will be included by School Districts on page 6 of the expenditure budget, and by Charter Districts on page 2 of the expenditure budget. If not included on the FY 2020 Adopted budget, these monies may be included at the time of a budget revision prior to May 15, 2020. Later, additional guidance will be provided regarding the detailed school-level expenditure reporting that will be required as part of the FY 2020 Annual Financial Report (AFR).

To provide the most effective customer service, please direct all Results-Based Funding questions in an email to the School Finance payments team inbox at sfpaymentteam@azed.gov.

CONSENT

Item 6O.

Gifts & Donations

GIFTS & DONATIONS – April 7, 2020

Amy and James Roberts

P.O. Box 922, Dewey 86327

Donated \$350 for 8th grade t-shirts at Bradshaw Mountain Middle School

DISCUSSION

Item 7A.

**Policy Update Recommended
by Human Resources**

(First Reading of Policy GCCB)

HUMBOLDT UNIFIED SCHOOL DISTRICT

TO:	Humboldt Unified School District Governing Board	Item # 7A
FROM:	Cole Young, Assistant Superintendent - Operations	Reading X
DATE:	Tuesday, April 7, 2020	Discuss
SUBJECT:	Policy Update - GCCB PROFESSIONAL STAFF PERSONAL/ EMERGENCY / RELIGIOUS LEAVE (First Reading)	Action
		Consent

OBJECTIVE: Board Governance

SUPPORTING DATA:

The attached policy GCCB - Professional Staff Personal/ Emergency/ Religious Leave needs to be updated based upon our online absence reporting system. We no longer have paper forms that need to be filled out, but electronic record keeping that is routed through an approval process via the employee's direct supervisor.

The changes notated in the policy are strictly focused on using the electronic access software to report absences rather than using a paper pathway of reporting their absence to their direct supervisor.

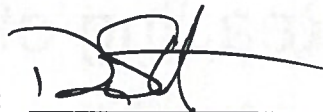
SUMMARY & RECOMMENDATION:

The administration recommends the aforementioned changes be made by the Board to reflect the appropriate method to report absences through digital means online.

Sample Motion:

No Motion - First Read

Approved for transmittal to the Governing Board:



Dr. Daniel Streeter, Superintendent

Questions should be directed to: Cole Young, 759-5016

GCCB

PROFESSIONAL STAFF

PERSONAL / EMERGENCY /

RELIGIOUS LEAVE

Three (3) days of personal leave will be available per year to professional staff not employed on a twelve (12) month contract. Requests shall be acted upon in order of receipt. The availability of substitutes may limit the number of requests granted at any one time, with no more than five percent (5%) of the professional staff being eligible for personal leave on any given day.

- All requests for personal leave must be made **using the District's on-line absence reporting system** in writing on an **Employee Absence Form**. ~~Leave forms are available from the school secretary.~~ Requests for personal days must be submitted at least five (5) days prior to the day of leave and be approved by your appropriate supervisor/principal.
- ~~Completed personal leave forms must be signed by the school principal, then forwarded to and received by the District office for approval at least five (5) days prior to the day of leave.~~
- Personal leave may be used at the employee's discretion. If these days are not used during the school year, at the end of the school year the employee will receive fifty dollars (\$50) per day for the unused days or may have the unused days credited to sick leave. The option will be given in the spring of the school year.
- No more than one (1) personal leave day may be used prior to or following a scheduled school holiday. Personal leave may not be taken on both sides of a scheduled school holiday. A leave request for this time must be submitted five (5) days in advance, and no more than eight (8) such leaves will be granted District-wide per day. Once requested, this leave will be charged whether used or not. The limit will be determined by the first eight (8) requests that are received and approved at the District office.
- Personal leave will not be granted during the first week or the last week of school, in-service training days, on Parent-Teacher Conference days, or state/standardized testing days.
- In an emergency situation the Superintendent or a principal may grant a staff member personal leave without a leave request ~~form~~ having been ~~filed~~ **submitted** in advance. If a principal cannot be reached, the normal absenteeism procedure will be followed.
- An additional two (2) days of personal leave may be made available to a professional staff member for emergency situations. For approval, the employee must submit, ~~along with the Employee Absence Form~~, the purpose, necessity, or advisability for the request **to the Superintendent at least five (5) days in advance of the day being taken**. When approved, these two (2) days will be charged to sick leave.

Adopted: date of Manual adoption

LEGAL REF.:

A.R.S.

15-510

DISCUSSION

Item 7B.

**Policy Update Recommended
by Human Resources**
(First Reading of Policy GDL)

HUMBOLDT UNIFIED SCHOOL DISTRICT

TO:	Humboldt Unified School District Governing Board	Item # 7B
FROM:	Cole Young, Assistant Superintendent - Operations	Reading X
DATE:	Tuesday, April 7, 2020	Discuss
SUBJECT:	Policy Update - GDL – SUPPORT STAFF WORKLOAD (First Reading)	Action
		Consent

OBJECTIVE: Board Governance

SUPPORTING DATA:

The attached policy GDL - SUPPORT STAFF WORKLOAD needs to be updated based upon our payroll changes in defining what a work week is within the Humboldt Unified School District. Because there were changes made by the Federal Government in the amount of time the District has to process payroll, the work week had to be adjusted accordingly in order to provide adequate processing time for payroll.

The only changes notated on the policy is changing the starting day of the work week to a Thursday and the last day of the work week to a Wednesday.

SUMMARY & RECOMMENDATION:

The administration recommends the aforementioned changes be made by the Board to reflect the operation of our current work week within our payroll department.

Sample Motion:

First reading of the policy change - No motion at this time.

Approved for transmittal to the Governing Board:


Dr. Daniel Streeter, Superintendent

Questions should be directed to: Cole Young, 759-5016

SUPPORT STAFF WORKLOAD

The normal workweek for support staff personnel will not exceed forty (40) hours per week. Typically the week will be based on eight (8) hours per day, five (5) days per week; however, the Superintendent may designate other workweek structures to meet varying conditions and needs of the District. Employees will be notified at least one (1) week in advance of any modification to the workweek plan.

Individual employee work schedules will be based on the position held by the respective employees and on District needs as identified during the employment process.

For the purpose of calculating regular and overtime hours in accordance with wage and hour requirements, the District's designated workweek shall begin at 12:01 a.m. on ~~Sunday~~ **Thursday** and conclude at 12:00 midnight the following ~~Saturday~~ **Wednesday**.

An employee may work overtime, provided that advance authorization is obtained from the supervisor in charge or, in the case of an emergency, authorization is obtained immediately upon completion of the work or as soon thereafter as practicable.

Adopted: date of Manual adoption

LEGAL REF.:

A.R.S.

[23-391](#)

29 U.S.C. 207, Fair Labor Standards Act

29 C.F.R. 516 *et seq.*, Fair Labor Standards Act

Arizona Constitution, Article 18, Section 1

CROSS REF.:

[GDBC](#) - Support Staff Supplementary Pay/Overtime

DISCUSSION

Item 7C.

Budget Update

HUMBOLDT UNIFIED SCHOOL DISTRICT

TO: Humboldt Unified School District Governing Board
FROM: Dr. Daniel Streeter, Superintendent
DATE: April 7, 2020
SUBJECT: Budget Update

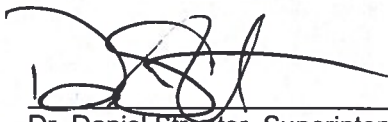
Item # 7C
Reading
Discuss X
Action
Consent

OBJECTIVE: Goal #2: To Focus on Planning for Future Student Needs

SUPPORTING DATA

Superintendent Streeter will update the Governing Board on the budget.

Approved for transmittal to the Governing Board:



Dr. Daniel Streeter, Superintendent

DISCUSSION

Item 7D.

HUSD Pandemic Preparedness Plan

HUMBOLDT UNIFIED SCHOOL DISTRICT

TO: Humboldt Unified School District Governing Board
FROM: Dr. Daniel Streeter, Superintendent
DATE: April 7, 2020
SUBJECT: Pandemic Preparedness Plan

Item # 7D
Reading
Discuss x
Action
Consent

OBJECTIVE: Goal #2: Focus on Planning for Future Student Needs

SUPPORTING DATA

Superintendent Streeter and the Governing Board will discuss the current pandemic and Humboldt Unified School District's process, as well as plans moving forward.

SUMMARY & RECOMMENDATION

Sample Motion

N/A

Approved for transmittal to the Governing Board:



Dr. Daniel Streeter, Superintendent

Questions should be directed to: Dr. Daniel Streeter, Superintendent (928)759-4000

ACTION

Item 8A.

Award Contract for Wide Area Network Services

HUMBOLDT UNIFIED SCHOOL DISTRICT

TO:	Humboldt Unified School District Governing Board	Item # 8 A
FROM:	Patrick Keeling, Director of Technology	Reading
DATE:	April 7, 2020	Discuss
SUBJECT:	Award of Contract for Wide Area Network Services	Action X
		Consent

OBJECTIVE: #2 To Focus on Planning for Future Student Needs

SUPPORTING DATA

On February 14th 2020 the Humboldt Unified School District released an RFP for Wide Area Network Services to connect the campus networks at all HUSD school sites, the District Office and the District Datacenter. The District posted the RFP on its website, ran an ad in the Daily Courier and referenced the RFP on the USAC (E-Rate) website as part of our E-Rate Form 470 submission.

SUMMARY & RECOMMENDATION

All firms were required to meet the following mandatory criteria (additional criteria were identified in the RFP):

- Dedicated bandwidth to all sites in tiered options
- 99.995% uptime
- Ethernet handoffs compatible with existing District infrastructure
- Proactive monitoring
- Availability of a District accessible dashboard / monitoring system

In addition to the mandatory criteria, the firms were scored based upon additional technical specifications and cost. A composite score for each vendor was established and the vendors were ranked. The maximum score for price was assigned to the vendor offering the lowest price, and a proportional score was assigned to the other vendors.

The response evaluation committee includes Patrick Keeling – Director of Technology, Stephanie Garcia – Network Administrator and Scott Terry – Data Coordinator. The scoring process was facilitated by Jeannette Arntzen – Procurement Specialist.

As stated in the RFP: While cost is a significant factor in considering the placement of the awards, it is not the only factor. The award will not be based on price alone, nor will it be based solely upon the lowest fees submitted.

This contract will replace our current Conterra contract expiring June 30th, 2020.

Patrick Keeling, Director of Technology, will present to the Governing Board the results of the RFP Process.

Sample Motion

I move to approve the District enter into a five (5) year contract with _____ for Wide Area Network Services for the _____ pricing as submitted in the RFP response.

Approved for transmittal to the Governing Board:

A handwritten signature in black ink, appearing to be 'DS', written over a horizontal line.

Dr. Daniel Streeter, Superintendent

Questions should be directed to: Patrick Keeling, Director of Technology (759-5024)

ACTION

Item 8B.

Certified, Psychologist and Admin Contract Language

HUMBOLDT UNIFIED SCHOOL DISTRICT

TO:	Humboldt Unified School District Governing Board	Item # 8B
FROM:	Cole Young, Assistant Superintendent - Operations	Reading
DATE:	Tuesday, April 7, 2020	Discuss
SUBJECT:	Approval of 2020-2021 Certified, Psychologist and Administrator Contract Language	Action X
		Consent

OBJECTIVE: Board Governance

SUPPORTING DATA:

Attached, you will find the proposed 2020-2021 certified contract language, proposed 2020-2021 psychologist contract language, and proposed 2020-2021 administrative contract language. In addition to obvious changes in date ranges, proposed changes are based on the advice of legal counsel and District needs. All proposed changes are underlined, and deletions are indicated by ~~striketrough~~.

The changes are as follows:

Certified Employee Contract:

Strike verbiage in Item 3 referring to the salary schedule and in its place should read, "...agreed upon based on the stepless compensation system's salary placement schedule."

A.R.S. §15-203(A)(38) has been repealed. The reference to this statute in Item 8, Evaluation should be deleted. The first sentence now reads, "...evaluation system and instrument adopted pursuant to A.R.S. §15-537."

School Psychologist Contract:

Strike verbiage in Item 3 referring to the salary schedule and in its place should read, "...agreed upon based on the stepless compensation system's salary placement schedule."

Administrator's Contract:

The same reference to A.R.S. §15-203(A)(38) is to be deleted from Number 7.

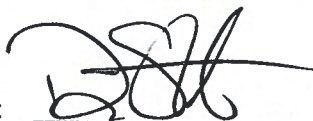
SUMMARY & RECOMMENDATION:

It is the recommendation of the administration that the proposed changes be approved.

Sample Motion:

I move to approve the attached 2020-2021 contract language for certified employees, psychologists, and certified administrators.

Approved for transmittal to the Governing Board:



Dr. Daniel Streeter, Superintendent

Questions should be directed to: Cole Young, 759-5016

Certified Contract

As approved at a meeting of the Governing Board of the Humboldt Unified School District #22, Yavapai County, Arizona, this contract is made and entered into by and between the Governing Board of the Humboldt Unified School District #22 ("the District") and the above-named employee (the "Employee") for one year. The terms of the contract, salary amount, number of days, and position are as follows:

1. Employee agrees to fulfill the requirements of the above-named position as defined by any relevant job description, policies and procedures of the District now in effect or as modified, and applicable law. Employee agrees to perform such duties as assigned by the Board, Superintendent, or any supervisor, and acknowledges that the Employee may be reassigned to any position for which he or she is qualified as the best interest of the District may require.

2. Term - Employee agrees to work the number of contract days designated above, which may include in-service or training days. In the event it becomes necessary to close the schools because of an emergency condition, the designated days of the school calendar may be changed. The number of contract days will remain the same.

3. Compensation - In consideration for these services satisfactorily performed, the District agrees to pay Employee a salary amount as agreed upon based on the stepless compensation system's salary placement schedule. ~~stated above based on placement on the currently approved certified salary schedule specified above. If there is a discrepancy between the initial salary stated in this contract and the salary for which Employee is eligible under the schedule, the schedule shall govern.~~

If additional revenues become available to the District through legislative appropriation, state sales tax revenues, payment of back revenue owed by the State, decrease in anticipated cuts or decrease in revenue drop, or other legal enactment and if those revenues are appropriated, authorized, and/or permitted to be used for salaries during the 2020-2021 school year, Employee may be given a raise in salary, if so approved by the Governing Board in its sole discretion. Any such Salary increase shall be apportioned to Employee in a manner that will be determined by the Governing Board, unless the authorizing enactment specifies the method by which the increase is to be distributed. Employee must be currently employed by the District to receive any increase.

4. Benefits - Employee shall be entitled to those additional benefits pertaining to the position as may be annually approved by the Board and referenced in Board policy, including Policy GCCA, Policy GCD, and other official Board actions. To the extent appropriate for the occasion, the District may provide, as a de minimis fringe benefit, incidental food and beverages at mandatory staff meetings, in-service trainings, and staff development meetings to encourage staff participation and productive meetings.

5. Funding/Possible Actions - This contract and the salary above is offered by the District based on the District's preliminary assumptions concerning funding levels for fiscal year FY 2020-2021. However, future funding cuts, delays, or other occurrences beyond the District's control may cause the District to receive funding at lower levels than projected for the 2020-2021 school year. If so, one or more of the following may occur:

A. Salary reduction notice: Employee's salary may be reduced as permitted by law in order to effectuate economies or to improve the efficient conduct and administration of the District. A reduction in salary, if any, shall not exceed 10% of the base salary due under section 3 of this contract.

B. Furlough: The District may require Employee to take a furlough of up to three (3) days, unpaid, on days for which the Employee would normally receive pay. Employee will perform no duties on furlough days and may not use paid leave on furlough days. Dates of furlough days, if any, shall be designated by the District. Furloughs may or may not be required in addition to a salary reduction as described in A of this section.

C. Reduction in Force: Employee is hereby given notice that the Governing Board may determine that the District will eliminate certified employees through a reduction in force.

6. Classroom Site Fund/Instructional Improvement Fund - Pursuant to A.R.S. §15-977 and provisions for the "Classroom Site Fund," the District may or may not receive funds to support supplements to teacher base salary or which will entitle employee to performance pay if the employee qualifies under the District's performance pay plan. Further, the District may or may not receive sufficient funds through the Instructional Improvement Fund to support supplements to teacher base salary under A.R.S. §15-977. Employee expressly acknowledges that total pay will depend upon allocation of the Classroom Site Fund and Instructional Improvement Funds, the amount of funds received, if any, and employee eligibility. Payments associated with the Classroom Site Fund or Instructional Improvement Fund may be paid only if the balance in applicable accounts is sufficient to support these payments.

7. Conditional Contract - This contract is contingent upon Employee furnishing and maintaining all required documentation and certification for the position as required by law and District policy, including but not limited to the following:

A. Valid Arizona certificate(s) for the position;

B. Valid fingerprint clearance card;

C. Valid Permanent or Provisional SEI, ESL, or bilingual endorsement, as appropriate, if hired as a teacher instructing students using one of these methods;

D. Verification of previous employment, if applicable.

E. Employee shall file a timely application for renewal, if applicable. Failure of Employee to maintain required documentation during the entire term of this contract shall be grounds for dismissal. Employee expressly agrees that the District may place the Employee on an unpaid leave of absence during any time that the Employee does not hold and maintain a valid certificate or fingerprint clearance card.

8. Evaluation - Teacher shall be evaluated through the use of an evaluation system and instrument adopted pursuant to A.R.S. §15-537 . ~~A.R.S. 15-203(A)(38) and 15-537~~. The evaluation system and instrument in effect as of the date of the first formal observation of the Teacher shall be the system and instrument that is used to evaluate the Teacher for the remainder of the school year, except and to the extent that a modified system or instrument is required by law.

9. Background/Fingerprint Check/Reporting of Arrest - This contract is also conditioned upon satisfactory results of a background investigation. The District may terminate this contract if results of the investigation are not satisfactory or if statements made on the application or any other documentation is false. Employee agrees to immediately notify the Superintendent of an arrest for or a charge with any non-appealable offense listed in A.R.S. § 41-1758.03, Section B, or which may or does result in the revocation of Employee's driving privileges.

10. Teachers Employed with Short-term Certificates, Dismissal - Pursuant to A.R.S. § 15-538.02, any teacher holding a teaching intern certificate, an emergency teaching certificate, or another type of non-standard certificate that is valid for one year or less may be dismissed effective ten (10) days after delivery of notice of their dismissal as approved by the Governing Board. No evaluation, preliminary notice, or hearing is required. Teachers employed on short-term certificates acknowledge that this agreement is for a maximum of one year only and this provision constitutes notice that this teaching contract will not be renewed for the 2021-2022 school year.

11. Retired Teachers - If Employee is a teacher who has returned to work after retirement and is currently receiving benefits from the Arizona State Retirement System, teacher acknowledges that employment is not subject to renewal, teacher is not entitled to a hearing or other protections under A.R.S. § 15-538 through 15-543 and specifically agrees to the terms of A.R.S. § 38-766.01, incorporated herein by reference.

12. Employee Resignation - Any request of resignation or request to be released from this contract by the Employee must be approved by the Board in advance. If Employee resigns or terminates employment without advance approval, this is an unprofessional act as provided by law at A.R.S. 15-545. Employee may be reported to the State Board for disciplinary action. If employee resigns without approval, Employee shall pay the District the sum of one thousand dollars (\$1,000) as liquidated damages and not as a penalty, as and for a reasonable recruitment fee. Employee authorizes this amount to be taken out of his/her final paycheck or any other amount owed to Employee by District on termination. The Board may, in its sole discretion, waive this fee if resignation is based upon circumstances beyond the control of the Employee, is a resignation in lieu of dismissal, or based on other circumstances in the Board's discretion.

13. Governing Law - This contract shall be governed by the laws of the United States and the State of Arizona, District policies, rules, and regulations now in force or as they may be modified. Employee agrees that the Arizona State and federal courts shall exercise exclusive jurisdiction over any and all matters arising out of this contract.

14. Severability - Should any part of this agreement be rendered or declared invalid by a court of competent jurisdiction, the remaining portions of the contract shall remain in full force and effect.

15. Arizona Standards - Employee acknowledges that the State requires curriculum and instruction to be aligned with the Arizona academic standards. If employed as a teacher, Employee agrees to integrate the standards as appropriate to subject and grade level and to utilize effective research based strategies in instruction.

16. Conflict of Interest. This contract is subject to cancellation for conflict of interest pursuant to A.R.S. §38-511.

17. Issuance/Signature - Offer of this contract was authorized at a legally convened meeting of the Governing Board. A contract is legally considered received when 1) personally delivered, 2) placed in the certified employee's school mailbox or email, or 3) two (2) days after mailed by U.S. mail to the home address of record.

*If delivered after end of the school year, sent to both school and personal email address if provided.

This contract delivered by (check one):

___ Personal delivery on _____, 2020

___ Certified employee mailbox/email on _____, 2020

___ U.S. mail sent on _____, 2020

Please choose one of the following pay options (ref. Policy DKA):

___ Bi-weekly installments (payment during school year/contract period only).

___ Bi-weekly installments with balance of contract paid at the conclusion of the school year/contract period (balloon payment).

THIS CONTRACT MUST BE SIGNED (ELECTRONICALLY OR IN WRITING) AND RECEIVED BY THE HUMAN RESOURCES DEPARTMENT, UNALTERED, WITHIN FIFTEEN (15) BUSINESS DAYS OF RECEIPT OR THIS OFFER WILL BE AUTOMATICALLY REVOKED.

EMPLOYEE:

GOVERNING BOARD

DATE: _____

DATE: _____

Certified Psychologist Contract

As approved at a meeting of the Governing Board of the Humboldt Unified School District #22, Yavapai County, Arizona, this contract is made and entered into by and between the Governing Board of the Humboldt Unified School District #22 ("the District") and the above-named employee (the "Employee") for one year. The terms of the contract, salary amount, number of days, and position are as follows:

1. Employee agrees to fulfill the requirements of the above-named position as defined by any relevant job description, policies and procedures of the District now in effect or as modified, and applicable law. Employee agrees to perform such duties as assigned by the Board, Superintendent, or any supervisor, and acknowledges that the Employee may be reassigned to any position for which he or she is qualified as the best interest of the District may require.

2. Term - Employee agrees to work the number of contract days designated above, which may include in-service or training days. In the event it becomes necessary to close the schools because of an emergency condition, the designated days of the school calendar may be changed. The number of contract days will remain the same.

3. Compensation - In consideration for these services satisfactorily performed, the District agrees to pay Employee a salary amount as agreed upon based on the stepless compensation system's salary placement schedule. ~~stated above based on placement on the currently approved certified salary schedule specified above. If there is a discrepancy between the initial salary stated in this contract and the salary for which Employee is eligible under the schedule, the schedule shall govern.~~

If additional revenues become available to the District through legislative appropriation, state sales tax revenues, payment of back revenue owed by the State, decrease in anticipated cuts or decrease in revenue drop, or other legal enactment and if those revenues are appropriated, authorized, and/or permitted to be used for salaries during the 2020-2021 school year, Employee may be given a raise in salary, if so approved by the Governing Board in its sole discretion. Any such Salary increase shall be apportioned to Employee in a manner that will be determined by the Governing Board, unless the authorizing enactment specifies the method by which the increase is to be distributed. Employee must be currently employed by the District to receive any increase.

4. Benefits - Employee shall be entitled to those additional benefits pertaining to the position as may be annually approved by the Board and referenced in Board policy, including Policy GCCA, Policy GCD, and other official Board actions. To the extent appropriate for the occasion, the District may provide, as a de minimis fringe benefit, incidental food and beverages at mandatory staff meetings, in-service trainings, and staff development meetings to encourage staff participation and productive meetings.

5. Funding/Possible Actions - This contract and the salary above is offered by the District based on the District's preliminary assumptions concerning funding levels for fiscal year FY 2020-2021. However, future funding cuts, delays, or other occurrences beyond the District's control may cause the District to receive funding at lower levels than projected for the 2020-2021 school year. If so, one or more of the following may occur:

A. Salary reduction notice: Employee's salary may be reduced as permitted by law in order to effectuate economies or to improve the efficient conduct and administration of the District. A reduction in salary, if any, shall not exceed 10% of the base salary due under section 3 of this contract.

B. Furlough: The District may require Employee to take a furlough of up to three (3) days, unpaid, on days for which the Employee would normally receive pay. Employee will perform no duties on furlough days and may not use paid leave on furlough days. Dates of furlough days, if any, shall be designated by

the District. Furloughs may or may not be required in addition to a salary reduction as described in A of this section.

C. Reduction in Force: Employee is hereby given notice that the Governing Board may determine that the District will eliminate certified employees through a reduction in force.

6. Conditional Contract - This contract is contingent upon Employee furnishing and maintaining all required documentation and certification for the position as required by law and District policy, including but not limited to the following:

A. Valid Arizona certificate(s) for the position;

B. Valid fingerprint clearance card;

C. Valid permanent or provisional SEI, ESL, or bilingual endorsement, if hired as a supervisor, principal or superintendent;

D. Verification of previous employment, if applicable.

E. Employee shall file a timely application for renewal, if applicable. Failure of Employee to maintain required documentation during the entire term of this contract shall be grounds for dismissal. Employee expressly agrees that the District may place the Employee on an unpaid leave of absence during any time that the Employee does not hold and maintain a valid certificate or fingerprint clearance card.

7. Background/Fingerprint Check/Reporting of Arrest - This contract is also conditioned upon satisfactory results of a background investigation. The District may terminate this contract if results of the investigation are not satisfactory or if statements made on the application or any other documentation is false. Employee agrees to immediately notify the Superintendent of an arrest for or a charge with any non-appealable offense listed in A.R.S. § 41-1758.03, Section B, or which may or does result in the revocation of Employee's driving privileges.

8. Employee Resignation - Any request of resignation or request to be released from this contract by the Employee must be approved by the Board in advance. If Employee resigns or terminates employment without advance approval, this is an unprofessional act as provided by law at A.R.S. 15-545. Employee may be reported to the State Board for disciplinary action. If employee resigns without approval, Employee shall pay the District the sum of one thousand dollars (\$1,000) as liquidated damages and not as a penalty, as and for a reasonable recruitment fee. Employee authorizes this amount to be taken out of his/her final paycheck or any other amount owed to Employee by District on termination. The Board may, in its sole discretion, waive this fee if resignation is based upon circumstances beyond the control of the Employee, is a resignation in lieu of dismissal, or based on other circumstances in the Board's discretion.

9. Governing Law - This contract shall be governed by the laws of the United States and the State of Arizona, District policies, rules, and regulations now in force or as they may be modified. Employee agrees that the Arizona State and federal courts shall exercise exclusive jurisdiction over any and all matters arising out of this contract.

10. Severability - Should any part of this agreement be rendered or declared invalid by a court of competent jurisdiction, the remaining portions of the contract shall remain in full force and effect.

11. Arizona Standards - Employee acknowledges that the State requires curriculum and instruction to be aligned with the Arizona academic standards. If employed as a teacher, Employee agrees to integrate

the standards as appropriate to subject and grade level and to utilize effective research based strategies in instruction.

12. Conflict of Interest. This contract is subject to cancellation for conflict of interest pursuant to A.R.S. §38-511.

13. Issuance/Signature - Offer of this contract was authorized at a legally convened meeting of the Governing Board. A contract is legally considered received when 1) personally delivered, 2) placed in the certified employee's school mailbox or email*, or 3) two (2) days after mailed by U.S. mail to the home address of record.

*If delivered after end of the school year, sent to both school and personal email address if provided.

This contract delivered by (check one):

___ Personal delivery on _____, 2020

___ Certified employee mailbox/email on _____, 2020

___ U.S. mail sent on _____, 2020

Please choose one of the following pay options (ref. Policy DKA):

___ Bi-weekly installments (payment during school year/contract period only).

___ Bi-weekly installments with balance of contract paid at the conclusion of the school year/contract period (balloon payment).

THIS CONTRACT MUST BE SIGNED (ELECTRONICALLY OR IN WRITING) AND RECEIVED BY THE HUMAN RESOURCES DEPARTMENT, UNALTERED, WITHIN THIRTY (30) DAYS OF RECEIPT OR THIS OFFER WILL BE AUTOMATICALLY REVOKED.

EMPLOYEE:

GOVERNING BOARD:

Administrator Certified

As approved at a meeting of the Governing Board of the Humboldt Unified School District #22, Yavapai County, Arizona, this contract is made and entered into by and between the Governing Board of the Humboldt Unified School District #22 ("the District") and the above-named employee (the "Employee"). The terms of the contract, salary amount, number of days, and position are as follows:

1. Employee agrees to fulfill the requirements of the above-named position as defined by any relevant job description, policies and procedures of the District now in effect or as modified, and applicable law. Employee agrees to perform such duties as assigned by the Board, Superintendent, or any supervisor, and acknowledges that the Employee may be reassigned to any position for which he or she is qualified, which may include classroom teacher, as the best interest of the District may require.
2. Term - This contract shall be for a term of July 1, 2020 through June 30, 2021, unless shortened by a revised start or end date, above.
3. Compensation - In consideration for these services satisfactorily performed, the District agrees to pay Employee a salary amount as stated above based on placement on the currently approved Administrative Salary Schedule specified above. If there is a discrepancy between the initial salary stated in this contract and the salary for which Employee is eligible under the schedule, the schedule shall govern.

If additional revenues become available to the District through legislative appropriation, state sales tax revenues, payment of back revenue owed by the State, decrease in anticipated cuts or decrease in revenue drop, or other legal enactment and if those revenues are appropriated, authorized, and/or permitted to be used for salaries during the 2020-2021 school year, Employee may be given a raise in salary, if so approved by the Governing Board in its sole discretion. Any such Salary increase shall be apportioned to Employee in a manner that will be determined by the Governing Board, unless the authorizing enactment specifies the method by which the increase is to be distributed. Employee must be currently employed by the District to receive any increase.

4. Benefits - Employee shall be entitled to those additional benefits pertaining to the position as may be annually approved by the Board and referenced in Board policy, including Policy GCCA, Policy GCD, and other official Board actions. To the extent appropriate for the occasion, the District may provide, as a de minimis fringe benefit, incidental food and beverages at mandatory staff meetings, in-service trainings, and staff development meetings to encourage staff participation and productive meetings.
5. Funding/Possible Actions - This contract and the salary above is offered by the District based on the District's preliminary assumptions concerning funding levels for fiscal year FY 2020-2021. However, future funding cuts, delays, or other occurrences beyond the District's control may cause the District to receive funding at lower levels than projected for the 2020-2021 school year. If so, one or more of the following may occur:

A. Salary reduction notice: Employee's salary may be reduced as permitted by law in order to effectuate economies or to improve the efficient conduct and administration of the District. A reduction in salary, if any, shall not exceed 10% of the base salary due under section 3 of this contract.

B. Furlough: The District may require Employee to take a furlough of up to three (3) days, unpaid, on days for which the Employee would normally receive pay. Employee will perform no duties on furlough days and may not use paid leave on furlough days. Dates of furlough days, if any, shall be designated by the District. Furloughs may or may not be required in addition to a salary reduction as described in A of this section.

C. Reduction in Force: Employee is hereby given notice that the Governing Board may determine that the District will eliminate administrators through a reduction in force.

6. Conditional Contract - This contract is contingent upon Employee furnishing and maintaining all required documentation and certification for the position as required by law and District policy, including but not limited to the following:

A. Valid Arizona certificate(s) for the position;

B. Valid fingerprint clearance card;

C. Valid permanent or provisional SEI, ESL, or bilingual endorsement, if hired as a supervisor, principal or superintendent;

D. Verification of previous employment, if applicable.

Employee shall file a timely application for renewal, if applicable. Failure of Employee to maintain required documentation during the entire term of this contract shall be grounds for dismissal. Employee expressly agrees that the District may place the Employee on an unpaid leave of absence during any time that the Employee does not hold and maintain a valid certificate or fingerprint clearance card.

7. Evaluation - The parties acknowledge and agree that the District's evaluation system may be amended prior to or during the term of this Contract. If hired as a principal, employee shall be evaluated through the use of an evaluation system and instrument adopted pursuant to A.R.S. §15-537, ~~pursuant to A.R.S. 15-203(A)(38) and 15-503.~~ The evaluation system and instrument in effect as of the date of the first evaluation of the employee shall be the system and instrument that is used to evaluate the employee for the remainder of the school year, except and to the extent that a modified system or instrument is required by law.

8. Employee Resignation - Any request of resignation or request to be released from this contract by the Employee must be approved by the Board in advance. If Employee resigns or terminates employment without advance approval, this is an unprofessional act as provided by law at A.R.S. 15-545. Employee may be reported to the State Board for disciplinary action. If employee resigns without approval, Employee shall pay the District the sum of one thousand dollars (\$1,000) as liquidated damages and not as a penalty, as and for a reasonable recruitment fee. Employee authorizes this amount to be taken out of his/her final paycheck or any other amount owed to Employee by District on

termination. The Board may, in its sole discretion, waive this fee if resignation is based upon circumstances beyond the control of the Employee, is a resignation in lieu of dismissal, or based on other circumstances in the Board's discretion.

9. Background/Fingerprint Check/Reporting of Arrest - This contract is conditioned upon satisfactory results of a background investigation. The District may refuse to hire or may terminate this contract if results of the investigation are not satisfactory or if statements made on the application or any other documentation is false. Employee agrees to immediately notify the Superintendent of an arrest for or a charge with any non-appealable offense listed in A.R.S. § 41-1758.03, Section B and Board Policy GBEB-E, or which may or does result in the revocation of Employee's driving privileges.

10. Governing Law - This contract shall be governed by the laws of the United States and the State of Arizona, District policies, rules, and regulations now in force or as they may be modified. Employee agrees that the Arizona State and federal courts shall exercise exclusive jurisdiction over any and all matters arising out of this contract.

11. Severability - Should any part of this agreement be rendered or declared invalid by a court of competent jurisdiction, the remaining portions of the contract shall remain in full force and effect.

12. Conflict of Interest. This contract is subject to cancellation for conflict of interest pursuant to A.R.S. §38-511.

13. Issuance/Signature - Offer of this contract was authorized at a legally convened meeting of the Governing Board. . A contract is legally considered received when 1) personally delivered, 2) placed in the certified employee's school mailbox or email, or 3) two (2) days after mailed by U.S. mail to the home address of record.

*If delivered after end of the school year, sent to both school and personal email address if provided.

This contract delivered by (check one):

____ Personal delivery on _____, 2020

____ Administrator mailbox/email on _____, 2020

____ U.W. mail sent on _____, 2020

THIS CONTRACT MUST BE SIGNED (ELECTRONICALLY OR IN WRITING) AND RECEIVED BY THE HUMAN RESOURCES DEPARTMENT, UNALTERED, WITHIN THIRTY (30) DAYS OF RECEIPT OR THIS OFFER WILL BE AUTOMATICALLY REVOKED.

EMPLOYEE:

GOVERNING BOARD

DATE: _____

DATE: _____

ACTION

Item 8C.

Salary Schedules

HUMBOLDT UNIFIED SCHOOL DISTRICT

TO:	Humboldt Unified School District Governing Board	Item # 8C
FROM:	Dr. Daniel Streeter, Superintendent Cole Young, Assistant Superintendent - Operations	Reading
DATE:	Tuesday, April 7, 2020	Discuss
SUBJECT:	Approval of Stepless Compensation Placement Schedule and OT/PT Salary Schedule for the 2020-2021 School Year	Action X Consent

OBJECTIVE: Goal #2: To Focus on Planning for Future Student Needs
Goal #4: To Attract and Retain Highly Effective Employees

SUPPORTING DATA:

The Professional and Support Staff Meet and Confer Committee have met to discuss wage and working conditions. After a review of all options, the committee, upon review of the budget projections for 2020-2021, came to a unanimous agreement on their recommendations.

SUMMARY & RECOMMENDATION:

The majority recommendation from the Professional and Support Staff Meet and Confer Committee is to approve the attached Stepless Compensation Placement Schedule and OT/PT Salary Schedule.

The Committee also recommends that based on the budget projections that a 5% increase be approved through inflationary dollars to be received for the school year 2020-2021. These dollars will be used to provide a 5% increase based on the 2017-2018 salary schedule for both the OT/PT schedule and Stepless Compensation Placement Schedule. This increase is infused into the Stepless Compensation Placement Schedule and OT/PT Salary Schedule, as reflected in the attached documents.

Sample Motion:

I move to approve the attached Stepless Compensation Placement Schedule and OT/PT Salary Schedule with a 5% increase based on the 2017-2018 salary schedule using the inflationary dollars being funded by the legislature for the 2020-2021 school year.

Approved for transmittal to the Governing Board:



Dr. Daniel Streeter, Superintendent

Questions should be directed to: Cole Young, 759-4006



HUMBOLDT UNIFIED SCHOOL DISTRICT #22
Stepless Compensation System

Certified, Nurse, Social Worker, and Professional Staff
2020-2021 Base Salary Range

The Stepless Compensation System salary schedule pertains to all personnel holding provisional, basic, or standard certificates at the elementary or secondary levels and other designated staff. All others fall on their appropriate Governing Board compensation schedule.

Position	Entry Base	Top Base
New Teacher* (187)	\$38,722	\$49,747
Nurse (192)	\$32,597	\$49,747
Social Worker (203)	\$38,722	\$49,747
Professional Staff**	\$55,872	\$68,122

Salary Ranges are based on education credits and previous years of experience based on Governing Board Policy GCBA.

Currently, education credits are awarded for graduate level university courses at a rate of **\$250 per 3 credit hours** earned. Current employees also may receive additional compensation for graduate level university courses at a rate of \$250 per each 3 credit hours earned with a limit of 24 approved credit hours each year that are directly related to their subject specialization or are a clear benefit to the District.

Teachers*

In addition to the certified base salary, teachers are eligible to receive additional income from Prop 301 funds. The amount for each school year is determined when established by the state.

Professional Staff**

Curriculum Coordinator (203 Days), Family/Community Engagement Coordinator (260 Days) , High School Counselor (203 Days), iChoose Academy Coordinator (203 Days), Instructional Specialist (197 Days), Network Administrator (260 Days), Online Academy Coordinator (203 Days), OT /COTA / PT / PTA (185 Days), Preschool Coordinator (203 Days), Psychologist (195 Days), Special Services Counselor (185 Days), Speech-Language Pathologist (185 Days)

HUMBOLDT UNIFIED SCHOOL DISTRICT

Daniel Streeter, Superintendent

6411 N. Robert Road, Prescott Valley, AZ 86314 phone (928) 759-4000 fax (928) 759-4020

OT/PT SALARY SCHEDULE with 5% 2020-2021

Board Approved

When OT's PT's, and COTA's are placed on a salary schedule, the following conditions apply:

1. They are placed on the Teacher Work Year calendar (187 for new employees, 185 for continuing).
2. The salary has no extra pay for the two (2) extra days worked during the first year.
3. Three (3) "personal days" are available, with an additional two (2) "personal from sick" possible.
4. Sick leave accrues at a rate of one (1) per month.
5. There are no paid vacation days...payment is for days worked only.
6. Each horizontal or vertical step, when given, is worth \$1,000.
7. They are not eligible for Prop 301 funds.
8. A new hire is placed on Step 1 in the appropriate education column.

Step	Grade 2		Grade 3		Grade 4		Grade 5	
	BA	OT/PT Hourly	MA	OT/PT Hourly	MA60	OT/PT Hourly	Ed. D. Ph.D.	OT/PT Hourly
1	74,659	50.45	75,884	51.27	77,109	52.10	78,334	52.93
2	75,884	51.27	77,109	52.10	78,334	52.93	79,559	53.76
3	77,109	52.10	78,334	52.93	79,559	53.76	80,784	54.58
4	78,334	52.93	79,559	53.76	80,784	54.58	82,009	55.41
5	79,559	53.76	80,784	54.58	82,009	55.41	83,234	56.24
6	80,784	54.58	82,009	55.41	83,234	56.24	84,459	57.07
7	82,009	55.41	83,234	56.24	84,459	57.07	85,684	57.89
8	83,234	56.24	84,459	57.07	85,684	57.89	86,909	58.72
9	84,459	57.07	85,684	57.89	86,909	58.72	88,134	59.55
10	85,684	57.89	86,909	58.72	88,134	59.55	89,359	60.38

This salary schedule will remain in effect for all Occupational Therapists and Physical Therapists hired prior to 4/13/16.

An employee on the last step of a column is eligible for a longevity increase equal to one step on the salary schedule the year following placement on the last step. After five years the employee will be eligible for an additional longevity increase equal to one step on the salary schedule.

ACTION

Item 8D.

BMHS Athletic Pass

HUMBOLDT UNIFIED SCHOOL DISTRICT

TO:	Humboldt Unified School District Governing Board	Item # 8 D
FROM:	Kort Miner, Bradshaw Mountain High School Principal	Reading
DATE:	April 7, 2020	Discuss
SUBJECT:	Bradshaw Mountain High School increase in gate fees	Action X
		Consent

OBJECTIVE: To Focus on Planning for Future Student Needs

SUPPORTING DATA

BMHS needs to increase the price of the Athletic Pass from \$30 adult/\$20 student to \$40 adult/\$30 student for the athletic contests in the 20-21 SY.

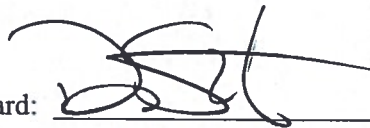
Clairinda Weatherwax has worked diligently with other Athletic Directors in our conference. This increase in price is to match what the other high schools in our conference are charging. Secondly, this will also help offset the cost for spring sports due to the fact most of the schools in our conference charge to attend spring sports and BMHS does not.

SUMMARY & RECOMMENDATION

Sample Motion:

I move to approve the cost increase of the Bradshaw Mountain High School Athletic Pass from \$30 per adult / \$20 per student to the new price of \$40 per adult / \$30 per student., beginning with the 2020-2021 school year.

Approved for transmittal to the Governing Board:



Dr. Daniel Streeter, Superintendent

Questions should be directed to: Kort Miner. 928-759-4105

ACTION

Item 8E.

Social Worker Job Description

HUMBOLDT UNIFIED SCHOOL DISTRICT

TO:	Humboldt Unified School District Governing Board	Item # 8 E
FROM:	Cole Young, Assistant Superintendent - Operations	Reading
DATE:	Tuesday, April 7, 2020	Discuss
SUBJECT:	Approval of Social Worker Job Description	Action X
		Consent

OBJECTIVE: Goal #2 - Focus on planning for future student needs

SUPPORTING DATA:

In December 2019, Humboldt Unified School District was informed that it was awarded the Arizona Department of Education School Safety Program Expansion grant. The intent of the School Safety Program is to place School Resource Officers (SRO) or Juvenile Probation Officers (JPO), School Counselors and/or School Social Workers on school grounds to contribute to safe school environments that are conducive to teaching and learning. School Safety Program officers maintain a visible presence on campus; deter delinquent and violent behaviors; serve as an available resource to the school community, and provide students and staff with Law Related Education (LRE) instruction and training. Officers are required to teach a minimum of 180 hours of LRE instruction per year. In the spring of 2019, the Arizona Legislature passed HB 2749/ARS 15-154. This expanded the scope of the School Safety Program to include school counselors and school social workers as an additional component under the program.

Humboldt Unified School District received the award of a School Social Worker to be assigned to Bradshaw Mountain Middle School for a period of three school years, commencing with the 2020-2021 school year and ending at the conclusion of the 2022-2023 school year.

In order to proceed, the Humboldt Unified School District is required to approve the job description attached for a School Social Worker. The job description includes all pertinent details, including required certifications for a School Social Worker. The Social Worker position will be added to the nurse's salary schedule as it is appropriately aligned with salary and numbers of days needed for the position requirements. Once this process is completed, the Humboldt Unified School District will begin the process of recruitment and hiring for the position, which will include members of the Bradshaw Mountain Middle School leadership and staff, as well as District and community representation.

SUMMARY & RECOMMENDATION:

It is recommended that the Governing Board approve the job description for the School Social Worker position.

Sample Motion:

I move to approve the job description for the School Social Worker position.

Approved for transmittal to the Governing Board:


Dr. Daniel Streeter, Superintendent

Questions should be directed to: Cole Young, Assistant Superintendent, 759-5016 or Dr. Rob Bueche, Executive Director- Federal Programs/Educational Services, 759-4010



The Humboldt Schools.
Motivating achievement since 1906.

JOB DESCRIPTION

JOB TITLE:	SOCIAL WORKER
DEPARTMENT:	Special Services
REPORTS TO:	Executive Director of Special Services
FLSA STATUS/CLASSIFICATION:	Exempt; Certified
SUPERVISORY DUTIES:	None
APPROVED ON:	xx/xx/2020

SUMMARY: The School Social Worker will provide services to students and families which strengthen home/school/community relationships and alleviate barriers to learning.

ESSENTIAL DUTIES & RESPONSIBILITIES:

- Implement school social work programs such as counseling, case management, crisis intervention, community outreach and involvement, and student/family advocacy
- Work and communicate effectively with appropriate school personnel, parents, and community agencies
- Knowledgeable of district programs, and community resources and referral procedures
- Serve as a liaison, facilitating referrals to community agencies to meet the needs of students and families
- Facilitate social and development histories for students in need of academic, behavioral, and social-emotional support
- Coordinate services for critical/crisis situations at schools, including facilitation of direct intervention for families and students in crisis
- Keep current on the professional literature on school social work
- Coordinate school in-service training, as needed, for parents and community groups
- Assess the need for new programs and services at school sites that may include implementation of evidence-based prevention programs and practices that teach positive behaviors, promote social-emotional development, and ensure school climates conducive to learning (PBIS)
- Provide direct intervention such as individual, group counseling, or classroom lessons based on the need to address mental health concerns, conflict resolution, anger management and coping skills
- Use data to guide service delivery and to evaluate school social worker practice regularly to improve and expand services
- Identify cultural, ethnic, financial, physical, and emotional challenges which might be negatively impacting students' success and provide support to migrate barriers
- Serve as an active member of the school/district assigned subcommittees (RTI) and crisis response team
- Plan and conduct school-wide activities for staff and students related to topics such as Social-Emotional Learning, suicide prevention, self-harm, mental illness, substance abuse, and other timely topics
- Continue professional growth to maintain knowledge of skills related to job functions and timely topics
- Maintain secure record-keeping
- Attend and participate in meetings and supervision which may occur beyond the staff's normally scheduled workday
- Meet all requirements that relate to any grant-funding or reporting processes, where applicable
- Perform other related duties as assigned

KNOWLEDGE, SKILLS & ABILITIES:

- Ability to operate standard office and computer equipment
- Knowledge of data usage, including research, collection, analysis, synthesis, interpretation, and reporting
- Ability to communicate effectively verbally and in writing
- Ability to do detailed mathematical computations
- Ability to maintain confidentiality
- Skills in working effectively with students and families from diverse cultural backgrounds
- Produce accurate work and complete assignments with minimal supervision
- Ability to apply common sense understanding to solve practical problems and deal with a variety of situations
- Ability to work cooperatively and courteously with staff, students, parents, and community members
- Knowledge of applicable Federal and State laws, district procedures, and Board policies

QUALIFICATIONS & REQUIREMENTS:**Education & Experience:**

- Master's Degree in Social Work (MSW) desired or equivalent professional social work degree from an accredited school
- Arizona State School Social Work Certification and/or Arizona State work License
- One year of successful social work experience or one year of field instruction in a school system, or six semester hours of acceptable coursework
- Knowledge of school, district, and community resources available for students and families
- Demonstrate knowledge of the Social Work Code of Ethics and School Social Work Standards and sensitivity to diverse cultures
- Criminal justice/Fingerprint clearance

Computer Proficiency: Demonstrated general proficiency in computer programs such as Microsoft Excel, Word and Outlook.

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 the 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 required to reach with hands and arms. The employee is frequently required to sit, stand, bend, stoop and walk. The employee may be required to move ten pounds and could occasionally lift or move up to twenty pounds.

WORK ENVIRONMENT:

Indoor office environment. This position regularly works indoors. The noise level in the work environment is quiet to moderate and may become excessively noisy at times. Will have contact with students, staff, external agencies and the public.

Disclaimer: *The duties and responsibilities identified in this position description are illustrative only and are in no way intended to be a complete list of activities that may be required of an incumbent. The information contained in this job description is for compliance with the American Disabilities Act (ADA) and is not an exhaustive list of duties performed for this position. Additional duties are performed by the individual currently holding this position and additional duties may be assigned.*

PERSONNEL

Item 9A.

Certified Contracts

HUMBOLDT UNIFIED SCHOOL DISTRICT

TO:	Humboldt Unified School District Governing Board	Item #	9A
FROM:	Cole Young, Assistant Superintendent - Operations	Reading	
DATE:	Tuesday, April 7, 2020	Discuss	
SUBJECT:	Approval to Rehire Current 2019-2020 Certified Employees for 2020-2021 School Year	Action	X
		Consent	

OBJECTIVE: Board Governance

SUPPORTING DATA:

In preparation for the 2020-2021 school year all current certified staff positions were reviewed to determine whether they were needed to support District programs and student needs next year.

The Professional and Support Staff Meet and Confer Committee met to discuss wage and work conditions. Upon review of the budget projections for the 2020-2021 school year, Meet and Confer came to the unanimous agreement that provides for a 5% increase to teacher salaries based on the 2017-2018 school year salary placement. These monies were approved by the Governor and legislature to complete the final phase of the Governor's plan of 20% by 2020 as an average teacher increase by school year 2020-2021.

SUMMARY & RECOMMENDATION:

The 2019-2020 certified employees on the attached list are recommended to be rehired for the 2020-2021 school year. Please note that a small number of additional certified recommendations will be brought to the Board at a later meeting once various certification, evaluation, and/or highly qualified issues are addressed.

Sample Motion:

I move to approve the issuance of 2020-2021 contracts to the certified employees with a 5% increase based on FY 2017-2018 school year listed on the attached document, Recommend to Rehire Certified Employees for 2020-2021.

Approved for transmittal to the Governing Board:



Dr. Daniel Streeter, Superintendent

Questions should be directed to: Cole Young, 759-5016



The Humboldt Schools.

Motivating achievement since 1906.

BRIGHT FUTURES PRESCHOOL

DOOLEY, SHERRY L
GRELL, LISA
LOURENCO, JONA R
MONTES, GUADALUPE V
PADILLA MELTON, TANYA M
ROWE, STEPHANIE J
TASS, MARGARET E

BRADSHAW MOUNTAIN HIGH SCHOOL

BECKER, RACHEL C
BEILFUSS, DOUGLAS R
BENNETT, LINDA M
BLAKE, DARRIN A
BOOHER, STACY M
BOWIE, ARIANA D
BROWN, JEFFREY L
BRUHN, MARY D
BUCKLE, LINDSEY D
CAPKA, DAVID R
CHRISTERSON, KAREN L
CHURCH, TIFFANY L
CLARK, SANDRA K
COOK, GARY L
DALPIAZ, CHRIS A
DAMKO, KRISTOFFER J
DURON, JACQUELYN C
ELDER, DAVID G
FIELDS, JACK R
FITTERER, SCOTT R
FOLEY, JOHN A
GILES, BRUCE A
GOODMAN, JEFF A
GRISKOWITZ, KATHY L
GROVES, LISA A
GRUVER, TRUDY S
HAESE, LAWRENCE N
HAESE, SHARON B
HALL, ERIC W
HARDY, TYLER T

HATFIELD, GENA D
HILER, AMANDA R
HILLIG, BLAIR
HYATT, HELEN
JOHNSON, SEAN P
KILLEN, HOWARD RON
KLEIN, KRISTY L
LARSEN, DARIN L
LEVERON, DENISE L
LOHMAN, BARBARITA
LUNDQUIST, DENISE C
MADLER, TRACY
MARSHALL, NICOLE M
MILLER BALSIGER, SANDRA J
MINARIK, SHERYL L
MOLLER, CHARLES L
MOORE, KYMOTHY K
MORALES, LISSETTE M
MORRISON, RUSSELL C
MOSER, LISA
O NEILL, RANDI K
OLSON, SABRINA M
PERPICH, CYNTHIA J
ROBERTS, STEPHANI M
ROSS, STEPHEN F
RUSSELL, JANTINA R
RUSSO, RICHARD T
SAARI, ELIZABETH J
SCHAETZLE, LINDA
SIMON, MICHAEL J
SMITH, JEREMY E
SPOHN, SONYA N
STALEY, GREGORY J
STROBEL, ANDREA R
SUPERGAN, ROBERT E
TANNEHILL, MICHAEL R
VALLELY, NANCY C
VAN OSS, BETH H
VICK, JONATHAN W
YOUNG, VALERIE J

ZADOW, ELLIOTT L
ZEIT, DEBORAH J

BRADSHAW MOUNTAIN MIDDLE SCHOOL

HAMILTON, DIANE R
HERSCHELMAN, SARAH Y
JOHNSON, CARISSA E
KIDD, AMY G
MORENO, PAULA L
OHM-MOSER, ARDETH I
ROWADER, DARRELL
STEPHENS, ALEXA R
STEPHENS, PAUL H
TETREAU, ASHLEY H
TUBERA, ASHLEY R
TUBERA, BRYAN A
ULRICH, LINDA T
WILSON, NANCY

COYOTE SPRINGS ELEMENTARY SCHOOL

AUSTIN, KATHRYN M
BERRY, YVONNE M
BESELER, DUSTIN M
CARINO, DARLENE M
CLARK, DESIREE J
CLARK, PAMELA
COMPROSKY, ERIN M.F
DUPUIS, AUGUSTINE P
EICHENBERGER, KRISTEN L
FLICK, SARA L
GASTINEAU, KAMI M
HAMMOND, LANI E
HASH, TIINA M
HAY, RACHAEL B
HOUSTON, ADRIENNE R
JOHNSON, DAVID E
JOHNSON, NICAH M
KEEGAN, POPPY I
KISSINGER, JESSICA L
KISSINGER, SAMUEL J

LEUSCHNER, RACHAEL L
 MACY, HALEY R
 MATSON, AUDREY A
 MC CABE, MICHELLE L
 O CONNELL, BONNIE S
 OLSON, MARLEY M
 PITTMAN, KIMBERLY A
 ROGGE, KATHERINE A
 ROSANSKY, MORGAN E
 RUIZ, JENNIFER L
 SHIDELER, DUSTIN L
 SMITH, STACY M
 STUKENBERG MILLER, JULIE P
 TORP, JENNIFER L
 TURNER, TAMMY L
 WOODRUFF, HEIDI R

CURRICULUM/ELL

MEDINA, JENNIFER N
 SALLINGER, DIANE M
 TERRY, SCOTT T

GRANVILLE ELEMENTARY SCHOOL

BOWSER, AMY E
 CLINCH, TERESA J
 CORONA, BETHANY
 DAVIS, KAREN L
 ELLIOTT, NANCY L
 ERICKSON, VICKI L
 FITTERER, ALLISON M
 FULFER, MELINDA
 GORDON, ASHLEY
 GRIFFIN, STEPHANIE L
 HARDESTY, SETH
 HAWKINS, JOCELYN D
 HUTSON, KEVIN E
 HYNES, JANE E
 JACK, LEANN B
 JOHNSON, CORTNI H
 KELLEY, SANDRA R
 MAC GREGOR, KATIE B
 MC FARLAND, MICHELLE L
 MRAZ, JENNIFER E
 PFEIL, RACHEL L
 POLAND, GUY P
 SANFORD, ELLEN K

SCAIFE, JENICA
 SCARPA, PATRICIA E
 SCHEFFERT, TRACEY I
 SHAVER, SANDRA L
 SHIDELER, DUSTIN L
 ST CLAIR, DENISE E
 TAYLOR, KATRINA
 TIGER, MARY E
 ZEMAN, AMANDA R

GLASSFORD HILL MIDDLE SCHOOL

ARNONE, PAUL C
 BETLAN, KRISTY N
 BOLES, MARTY L
 DAVIS, MARY S
 DE MOSS, ELSA Y
 DERICKSON, TIMOTHY J
 EDMUNDSON, DONTE J
 FRIEDRICH, JARED A
 HASTINGS, ERICA C
 HAYES, JAMES E
 HOULT, KELSEY S
 INGERSON, KARI A
 INGERSON, MICHAEL D
 MCKEEHAN, NANCY L
 MRAZ, ANDREW J
 MRAZ, MATTHEW S
 NAVARRO, JASMINE E
 PACHECO, NATASHA M
 PETERS, DIANE N
 RHONE, SUNSHINE
 ROBERTS, NATHAN D
 STEVENSON, SHARON D
 SUPERGAN, MARY M
 VICK, STEVEN G

HUMBOLDT ELEMENTARY SCHOOL

BUDD, TRISHA L
 ETCHEVERRY, PATRICIA L
 FRENCH, MIRANDA N
 FROST, LISA M
 GALLIERS, DEBORAH J
 HOLLANDER, LEWIS E
 JOHNSON, ELIZABETH R
 JOHNSON, FAWN J
 LONON, LAURINDA M
 MUNCHINSKY, KRISTEN M

MYRMEL, JAMY L
 NASH, CAILIN E
 PEMBERTON, TERRI J
 PRITSOS, MICHAEL S H
 RAY, DONNA J
 RICCA, AMY E
 SMILEY, MELINDA R
 SPENCER, KAREN
 WALKER, MELISSA A
 WALTON, GWENDOLYNN
 WYLIE, RACHEL

LIBERTY TRADITIONAL SCHOOL

ANDREWS, JUDITH
 ARMSTRONG, MEAGAN J
 ARNONE, PAUL C
 BEILFUSS, JACLYN
 BLACK, MELODY L
 BOGDOVITZ, BETH ANNE
 BRAMBILA, LEONE J
 CADEMARTORI, LYDIA H
 CARRERAS, TROY P
 CLOUD, MERCEDES O
 DAVIS, KATHERINE A
 HIATT, JULIE L
 JENSEN, VIOLA D
 KAWABATA, CHRISTOPHER R S K
 KOLL, CYNTHIA D
 KUBALL, CONNIE J
 LARSON, EMBER L
 LONON, KYLE
 MARTIN, SARAH B
 MAYER, RONALD G
 MEDINA, ANA B
 MURPHY, CHRISTINA L
 PERCIVAL, PAMELA J
 PEREZ BADILLO, JUDITH
 REDMON, JASON W
 REEVES, MARY Y
 RENFROE, JULIE M
 ROBERTS, LINDA R
 RUSHTON, ELIZABETH D
 SCHREINER, JOSHUA W
 STOLZ, SALLY
 STOOKS, AMY M
 TAGHON, RHEA N
 TORRES, EMILY A

WYLY, KATHERINE M
ZALFINI, ALBERT F

LAKE VALLEY ELEMENTARY SCHOOL

APALATEGUI, MONIQUE Y
BAKER, CRYSTAL L
BENWARE, KELLIE A
BOWSER, AMY E
BRANTLEY, ANASTASIA M
BUSK, ANDREW M
BUSK, MARISSA S
CARNES, KRISTINE N
CHILICKY, GAYLEE
CLARK, JEANNIE A
CZEREPAK, CHRISTINE A
DAVIS, TAMMY L
ESPOSITO, VALERIE N
EVANS, DEREK F
IVERSON, KRISTA A
JANOWSKI, MICAELA D
JOHNSON, ELIZABETH R
KADAH, KATRINA T
LINCOLN MOUSSEAU, AMY L
MC KNIGHT, VALTIE C
MILLER, JULIE A
PETERSEN, MORGAN
QUESENBERRY, HOLLY S
ROMNEY, CRYSTAL D
VAN DYKE, LEIGHANN
VAN KIRK, KELLY A
WAGNER, KAREN M
WAGTER, JANI L

MOUNTAIN VIEW ELEMENTARY SCHOOL

ALLARD, LOUISA A
ANTONIO, DENISE N
BAILEY SMITH, SUSAN
BELL, KRISTA M
BOONE, DAVID H
BUECHE, ERIN M
BUSKIRK, LYNETTE R
CASTILLO, KEVIN B
CLINTON, STEPHANIE L
DEASO, ANTHONY
DEASO, ROBERTA R
FEENEY, SARAH A

FUNSTON, SUSAN K
GRIFFIN, DEBORAH K
HEWSTON, TAMMY T
HODES, PEGGY M
HUIBREGTSE, KORI M
JACKSON, JENENE M
JOHNSON, DAVID E
KLEM, CAITLIN E
KNOTEK, STACIA T
KRISMER, COURTNEY N
LERETTE, DIANE L
LEWIS, MICHAEL
MC ELWEE, ALLISON S
MRAZ, MICHELE L
MUNCHINSKY, KRISTEN M
ROBERTS, KIMBERLY K
ROBERTSON, RACHEL E
ROSS, REBECCA J
SCHUHMACHER, KATHLEEN L
WILLIS, KAREN S
WOOD, LAURA

SPECIAL SERVICES

ADAMS, VALERIE
BALZARINI, NICOLE
BOUTIN, CYNTHIA D
DINGEE, TERESA M
DOOLEY, SHERRY L
HARRIS, CHRISTINE J
HUTSON, NOELLE R
JAMES, VALERIE A
MONTES, GUADALUPE V
PAFFUMI, AMANDA A
POWERS, ANNA D
RUSCH REVERDIAU, THEA S
TORP, JEFFREY N

PERSONNEL

Item 9B.

Admin/Director Contracts & Salary Schedule

HUMBOLDT UNIFIED SCHOOL DISTRICT

TO:	Humboldt Unified School District Governing Board	Item # 9 B
FROM:	Cole Young, Assistant Superintendent - Operations	Reading
DATE:	Tuesday, April 7, 2020	Discuss
SUBJECT:	Approve 2020-2021 Administrator / Director Contracts, and 5% increase to 2020-2021 Administrative Salary Schedules from 2020-2021 inflationary dollars	Action X Consent

OBJECTIVE: Board Governance

SUPPORTING DATA:

During the 2019-2020 school year, all Administrators and Directors were evaluated by the Superintendent or Assistant Superintendent. Based on both formal and informal evaluation components, the following Administrators and Directors have been performing their duties successfully.

SUMMARY & RECOMMENDATION:

Looking ahead, the following professionals are needed next year to effectively accomplish the District's goals on behalf of the community and students we serve. It is recommended, therefore, that 2020-2021 contracts be offered to the following individuals. Further, it is recommended that the Governing Board approve the attached 2020-2021 Administrative Salary Schedules.

The Arizona State Legislature has authorized a 5% increase to be applied only to teachers' salaries.

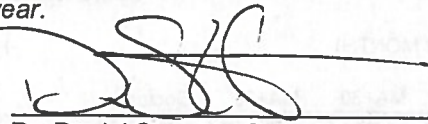
It is the recommendation of the Meet and Confer Committee to apply new inflationary dollars in the amount of 5% based on the 2017-2018 salary schedule to the 2020-2021 administrative salary schedule.

Arthur 'Roger' Studley, Executive Director of Finance
Mary Kaye Schrenk, Internal Audit Manager
Robert Bueche, Executive Director of Federal Programs/Special Programs
Cole Young, Assistant Superintendent of Operations
Patricia Bitsilly, Executive Director of Special Education Services
Jody Buckle, Director of Food and Nutrition
Patrick Keeling, Director of Information Technology
Ramon Rosario, Director of Maintenance
Kenneth Fox, Director of Transportation
Jessica Bennett, Bradshaw Mountain Middle School Principal
Kort Miner, Bradshaw Mountain High School Principal
Richard Bradshaw, Bradshaw Mountain High School Assistant Principal
Laura Goligoski, Bradshaw Mountain High School Assistant Principal
Clairinda Weatherwax, Bradshaw Mountain High School Assistant Principal
Melissa Tannehill, Glassford Hill Middle School Principal
Beth Denman, Glassford Hill Middle School Assistant Principal
Danette Derickson, Liberty Traditional School Principal
Charles Johnston, Liberty Traditional School Assistant Principal
Candice Blakely-Stump, Coyote Springs Elementary School Principal
Christine Griffin, Granville Elementary School Principal
Aimee Fleming, Lake Valley Elementary School Principal
Stacy Brush, Humboldt Elementary School Principal
Kimberly Grant, Mountain View Elementary School Principal

Sample Motion:

I move to approve the issuance of 2020-2021 administrative contracts for the Administrators and Directors as presented and approve the attached 2020-2021 Administrative Salary Schedule with the addition of 5% being added based on the 2017-2018 salary schedule using new inflationary dollars provided to the District for the 2020-2021 school year.

Approved for transmittal to the Governing Board:


Dr. Daniel Streeter, Superintendent

Questions should be directed to: Cole Young, 759-5016

Humboldt Unified School District #22
2020-2021 ADMINISTRATIVE SALARY SCHEDULE w 5%

All positions are 12 month positions, unless otherwise noted. Contracts may be pro-rated if shorter than normal.

Board Approved:

HIGH SCHOOL PRINCIPAL (12 MONTH)

	Base	MA	MA+30	MA+60	Doctorate
Step 1	\$91,909	\$92,787	\$93,372	\$93,957	\$94,542
Step 2		\$94,643	\$95,239	\$95,836	\$96,433
Step 3		\$96,498	\$97,107	\$97,715	\$98,324
Step 4		\$98,354	\$98,974	\$99,594	\$100,214
Step 5		\$100,210	\$100,842	\$101,473	\$102,105
Step 6		\$102,066	\$102,709	\$103,353	\$103,996
Step 7		\$103,921	\$104,576	\$105,232	\$105,887
Step 8		\$105,777	\$106,444	\$107,111	\$107,778
Step 9		\$107,633	\$108,311	\$108,990	\$109,669
Step 10		\$109,488	\$110,179	\$110,869	\$111,559
Step 11		\$111,344	\$112,046	\$112,748	\$113,450

HIGH SCHOOL ASSISTANT PRINCIPAL (11 MONTH)

	Base	MA	MA+30	MA+60	Doctorate
Step 1	\$68,041	\$68,919	\$69,504	\$70,089	\$70,674
Step 2		\$70,297	\$70,894	\$71,491	\$72,087
Step 3		\$71,676	\$72,284	\$72,892	\$73,501
Step 4		\$73,054	\$73,674	\$74,294	\$74,914
Step 5		\$74,432	\$75,064	\$75,696	\$76,328
Step 6		\$75,811	\$76,454	\$77,098	\$77,741
Step 7		\$77,189	\$77,844	\$78,500	\$79,155
Step 8		\$78,567	\$79,234	\$79,901	\$80,568
Step 9		\$79,946	\$80,624	\$81,303	\$81,982
Step 10		\$81,324	\$82,015	\$82,705	\$83,395
Step 11		\$82,703	\$83,405	\$84,107	\$84,809

MIDDLE SCHOOL PRINCIPAL (12 MONTH)

	Base	MA	MA+30	MA+60	Doctorate
Step 1	\$77,589	\$78,466	\$79,051	\$79,636	\$80,221
Step 2		\$80,035	\$80,632	\$81,229	\$81,825
Step 3		\$81,605	\$82,213	\$82,821	\$83,430
Step 4		\$83,174	\$83,794	\$84,414	\$85,034
Step 5		\$84,743	\$85,375	\$86,007	\$86,639
Step 6		\$86,313	\$86,956	\$87,600	\$88,243
Step 7		\$87,882	\$88,537	\$89,192	\$89,848
Step 8		\$89,451	\$90,118	\$90,785	\$91,452
Step 9		\$91,021	\$91,699	\$92,378	\$93,056
Step 10		\$92,590	\$93,280	\$93,971	\$94,661
Step 11		\$94,159	\$94,861	\$95,563	\$96,265

MIDDLE SCHOOL ASSISTANT PRINCIPAL (11 MONTH)

	Base	MA	MA+30	MA+60	Doctorate
Step 1	\$64,461	\$65,339	\$65,924	\$66,509	\$67,094
Step 2		\$66,645	\$67,242	\$67,839	\$68,436
Step 3		\$67,952	\$68,561	\$69,169	\$69,777
Step 4		\$69,259	\$69,879	\$70,499	\$71,119
Step 5		\$70,566	\$71,198	\$71,829	\$72,461
Step 6		\$71,873	\$72,516	\$73,160	\$73,803
Step 7		\$73,179	\$73,834	\$74,490	\$75,145
Step 8		\$74,486	\$75,153	\$75,820	\$76,487
Step 9		\$75,793	\$76,471	\$77,150	\$77,829
Step 10		\$77,100	\$77,790	\$78,480	\$79,171
Step 11		\$78,406	\$79,108	\$79,810	\$80,512

ELEMENTARY SCHOOL PRINCIPAL (12 MONTH)

	Base	MA	MA+30	MA+60	Doctorate
Step 1	\$74,008	\$74,886	\$75,471	\$76,056	\$76,641
Step 2		\$76,384	\$76,980	\$77,577	\$78,174
Step 3		\$77,881	\$78,490	\$79,098	\$79,706
Step 4		\$79,379	\$79,999	\$80,619	\$81,239
Step 5		\$80,877	\$81,509	\$82,140	\$82,772
Step 6		\$82,374	\$83,018	\$83,661	\$84,305
Step 7		\$83,872	\$84,527	\$85,183	\$85,838
Step 8		\$85,370	\$86,037	\$86,704	\$87,371
Step 9		\$86,868	\$87,546	\$88,225	\$88,903
Step 10		\$88,365	\$89,056	\$89,746	\$90,436
Step 11		\$89,863	\$90,565	\$91,267	\$91,969

ELEMENTARY SCHOOL PRINCIPAL (12 MONTH: <400 Students)

	Base	MA	MA+30	MA+60	Doctorate
Step 1	\$64,276	\$72,499	\$73,084	\$73,669	\$74,254
Step 2		\$73,949	\$74,546	\$75,142	\$75,739
Step 3		\$75,399	\$76,007	\$76,616	\$77,224
Step 4		\$76,849	\$77,469	\$78,089	\$78,709
Step 5		\$78,299	\$78,931	\$79,563	\$80,194
Step 6		\$79,749	\$80,392	\$81,036	\$81,679
Step 7		\$81,199	\$81,854	\$82,509	\$83,165
Step 8		\$82,649	\$83,316	\$83,983	\$84,650
Step 9		\$84,099	\$84,777	\$85,456	\$86,135
Step 10		\$85,549	\$86,239	\$86,929	\$87,620
Step 11		\$86,999	\$87,701	\$88,403	\$89,105

EXECUTIVE DIRECTOR OF EDUCATIONAL SERVICES (12 MONTH)

	Base	MA	MA+30	MA+60	Doctorate
Step 1	\$81,169	\$82,046	\$82,631	\$83,216	\$83,801
Step 2		\$83,687	\$84,284	\$84,881	\$85,477
Step 3		\$85,328	\$85,937	\$86,545	\$87,153
Step 4		\$86,969	\$87,589	\$88,209	\$88,829
Step 5		\$88,610	\$89,242	\$89,874	\$90,505
Step 6		\$90,251	\$90,894	\$91,538	\$92,181
Step 7		\$91,892	\$92,547	\$93,202	\$93,857
Step 8		\$93,533	\$94,200	\$94,867	\$95,533
Step 9		\$95,174	\$95,852	\$96,531	\$97,209
Step 10		\$96,815	\$97,505	\$98,195	\$98,885
Step 11		\$98,456	\$99,158	\$99,860	\$100,562

EXECUTIVE DIRECTOR OF SPECIAL EDUCATION SERVICES (12 MONTH)

	Base	MA	MA+30	MA+60	Doctorate
Step 1	\$84,749	\$85,626	\$86,211	\$86,796	\$87,381
Step 2		\$87,339	\$87,936	\$88,532	\$89,129
Step 3		\$89,052	\$89,660	\$90,268	\$90,877
Step 4		\$90,764	\$91,384	\$92,004	\$92,624
Step 5		\$92,477	\$93,108	\$93,740	\$94,372
Step 6		\$94,189	\$94,833	\$95,476	\$96,120
Step 7		\$95,902	\$96,557	\$97,212	\$97,867
Step 8		\$97,614	\$98,281	\$98,948	\$99,615
Step 9		\$99,327	\$100,005	\$100,684	\$101,362
Step 10		\$101,039	\$101,730	\$102,420	\$103,110
Step 11		\$102,752	\$103,454	\$104,156	\$104,858

EXECUTIVE DIRECTOR OF FINANCE & OPERATIONS (12 MONTH)

	Base	MA	MA+30	MA+60	Doctorate
Step 1	\$89,523	\$90,400	\$90,985	\$91,570	\$92,155
Step 2	\$91,313	\$92,208	\$92,805	\$93,401	\$93,998
Step 3	\$93,103	\$94,016	\$94,624	\$95,233	\$95,841
Step 4	\$94,894	\$95,824	\$96,444	\$97,064	\$97,684
Step 5	\$96,684	\$97,632	\$98,264	\$98,896	\$99,527
Step 6	\$98,475	\$99,440	\$100,084	\$100,727	\$101,371
Step 7	\$100,265	\$101,248	\$101,903	\$102,558	\$103,214
Step 8	\$102,056	\$103,056	\$103,723	\$104,390	\$105,057
Step 9	\$103,846	\$104,864	\$105,543	\$106,221	\$106,900
Step 10	\$105,637	\$106,672	\$107,362	\$108,053	\$108,743
Step 11	\$107,427	\$108,480	\$109,182	\$109,884	\$110,586

ASSISTANT SUPERINTENDENT/OPERATIONS (12 MONTH)

	Base	MA	MA+30	MA+60	Doctorate
Step 1	\$90,602	\$99,947	\$100,532	\$101,117	\$101,702
Step 2	\$92,414	\$101,946	\$102,543	\$103,140	\$103,736
Step 3	\$94,226	\$103,945	\$104,554	\$105,162	\$105,770
Step 4	\$96,038	\$105,944	\$106,564	\$107,184	\$107,804
Step 5	\$97,850	\$107,943	\$108,575	\$109,207	\$109,838
Step 6	\$99,662	\$109,942	\$110,585	\$111,229	\$111,872
Step 7	\$101,475	\$111,941	\$112,596	\$113,251	\$113,907
Step 8	\$103,287	\$113,940	\$114,607	\$115,274	\$115,941
Step 9	\$105,099	\$115,939	\$116,617	\$117,296	\$117,975
Step 10	\$106,911	\$117,938	\$118,628	\$119,318	\$120,009
Step 11	\$108,723	\$119,937	\$120,639	\$121,341	\$122,043

DIRECTOR OF TRANSPORTATION (12 MONTH)

	Base	MA	MA+30	MA+60	Doctorate
Step 1	\$59,670	\$60,548	\$61,133	\$61,718	\$62,303
Step 2	\$60,863	\$61,758	\$62,355	\$62,952	\$63,549
Step 3	\$62,057	\$62,969	\$63,578	\$64,186	\$64,795
Step 4	\$63,250	\$64,180	\$64,800	\$65,421	\$66,041
Step 5	\$64,444	\$65,391	\$66,023	\$66,655	\$67,287
Step 6	\$65,637	\$66,602	\$67,246	\$67,889	\$68,533
Step 7	\$66,830	\$67,813	\$68,468	\$69,124	\$69,779
Step 8	\$68,024	\$69,024	\$69,691	\$70,358	\$71,025
Step 9	\$69,217	\$70,235	\$70,914	\$71,592	\$72,271
Step 10	\$70,411	\$71,446	\$72,136	\$72,827	\$73,517
Step 11	\$71,604	\$72,657	\$73,359	\$74,061	\$74,763

DIRECTOR OF MAINTENANCE (12 MONTH)

	Base	MA	MA+30	MA+60	Doctorate
Step 1	\$59,670	\$60,548	\$61,133	\$61,718	\$62,303
Step 2	\$60,863	\$61,758	\$62,355	\$62,952	\$63,549
Step 3	\$62,057	\$62,969	\$63,578	\$64,186	\$64,795
Step 4	\$63,250	\$64,180	\$64,800	\$65,421	\$66,041
Step 5	\$64,444	\$65,391	\$66,023	\$66,655	\$67,287
Step 6	\$65,637	\$66,602	\$67,246	\$67,889	\$68,533
Step 7	\$66,830	\$67,813	\$68,468	\$69,124	\$69,779
Step 8	\$68,024	\$69,024	\$69,691	\$70,358	\$71,025
Step 9	\$69,217	\$70,235	\$70,914	\$71,592	\$72,271
Step 10	\$70,411	\$71,446	\$72,136	\$72,827	\$73,517
Step 11	\$71,604	\$72,657	\$73,359	\$74,061	\$74,763

INTERNAL AUDIT MANAGER (12 MONTH)

	Base	MA	MA+30	MA+60	Doctorate
Step 1	\$69,217	\$70,095	\$70,680	\$71,265	\$71,850
Step 2	\$70,602	\$71,497	\$72,093	\$72,690	\$73,287
Step 3	\$71,986	\$72,898	\$73,507	\$74,115	\$74,724
Step 4	\$73,370	\$74,300	\$74,920	\$75,541	\$76,161
Step 5	\$74,755	\$75,702	\$76,334	\$76,966	\$77,598
Step 6	\$76,139	\$77,104	\$77,748	\$78,391	\$79,035
Step 7	\$77,523	\$78,506	\$79,161	\$79,816	\$80,472
Step 8	\$78,908	\$79,908	\$80,575	\$81,242	\$81,909
Step 9	\$80,292	\$81,310	\$81,988	\$82,667	\$83,346
Step 10	\$81,676	\$82,712	\$83,402	\$84,092	\$84,783
Step 11	\$83,061	\$84,114	\$84,816	\$85,518	\$86,220

EXECUTIVE DIRECTOR OF FEDERAL PROGRAMS / SCHOOL IMPROVEMENT (12 MONTH)

	Base	MA	MA+30	MA+60	Doctorate
Step 1	\$69,631	\$78,466	\$79,051	\$79,636	\$80,221
Step 2		\$80,035	\$80,632	\$81,229	\$81,825
Step 3		\$81,605	\$82,213	\$82,821	\$83,430
Step 4		\$83,174	\$83,794	\$84,414	\$85,034
Step 5		\$84,743	\$85,375	\$86,007	\$86,639
Step 6		\$86,313	\$86,956	\$87,600	\$88,243
Step 7		\$87,882	\$88,537	\$89,192	\$89,848
Step 8		\$89,451	\$90,118	\$90,785	\$91,452
Step 9		\$91,021	\$91,699	\$92,378	\$93,056
Step 10		\$92,590	\$93,280	\$93,971	\$94,661
Step 11		\$94,159	\$94,861	\$95,563	\$96,265

DIRECTOR OF FOOD & NUTRITION (12 MONTH)

	Base	MA	MA+30	MA+60	Doctorate
Step 1	\$59,670	\$60,548	\$61,133	\$61,718	\$62,303
Step 2	\$60,863	\$61,758	\$62,355	\$62,952	\$63,549
Step 3	\$62,057	\$62,969	\$63,578	\$64,186	\$64,795
Step 4	\$63,250	\$64,180	\$64,800	\$65,421	\$66,041
Step 5	\$64,444	\$65,391	\$66,023	\$66,655	\$67,287
Step 6	\$65,637	\$66,602	\$67,246	\$67,889	\$68,533
Step 7	\$66,830	\$67,813	\$68,468	\$69,124	\$69,779
Step 8	\$68,024	\$69,024	\$69,691	\$70,358	\$71,025
Step 9	\$69,217	\$70,235	\$70,914	\$71,592	\$72,271
Step 10	\$70,411	\$71,446	\$72,136	\$72,827	\$73,517
Step 11	\$71,604	\$72,657	\$73,359	\$74,061	\$74,763

DIRECTOR OF INFORMATION TECHNOLOGY (12 MONTH)

	Base	MA	MA+30	MA+60	Doctorate
Step 1	\$77,220	\$78,098	\$78,683	\$79,268	\$79,853
Step 2	\$78,764	\$79,659	\$80,256	\$80,853	\$81,450
Step 3	\$80,309	\$81,221	\$81,830	\$82,438	\$83,047
Step 4	\$81,853	\$82,783	\$83,403	\$84,024	\$84,644
Step 5	\$83,398	\$84,345	\$84,977	\$85,609	\$86,241
Step 6	\$84,942	\$85,907	\$86,551	\$87,194	\$87,838
Step 7	\$86,486	\$87,469	\$88,124	\$88,780	\$89,435
Step 8	\$88,031	\$89,031	\$89,698	\$90,365	\$91,032
Step 9	\$89,575	\$90,593	\$91,272	\$91,950	\$92,629
Step 10	\$91,120	\$92,155	\$92,845	\$93,536	\$94,226
Step 11	\$92,664	\$93,717	\$94,419	\$95,121	\$95,823

An employee on the last step of a column is eligible for a longevity increase equal to one step on the salary schedule the year following placement on the last step. After five years the employee will be eligible for an additional longevity increase equal to one step on the salary schedule.

