

Mendocino Unified School District



Agenda

Regular Board Meeting

AUGUST 24, 2022

**MENDOCINO K-8 SCHOOL
44261 LITTLE LAKE ROAD
MENDOCINO, CA 95460**

4:00 P.M. CLOSED SESSION – VIA TELECONFERENCE

(Closed Session Public Hearing – link on page 2)

**5:00 P.M. OPEN SESSION – IN PERSON at K8
& VIA TELECONFERENCE**

Join Zoom Meeting

<https://us02web.zoom.us/j/84147846896?pwd=NnJPK0tvVlBxMTdaSlIUMVZiMVpyQT09>

Dial by your location +1 669 900 9128 US (San Jose)
Meeting ID: 841 4784 6896 Passcode: 938680

*Please “mute” your device during the meeting.
MUSD is not available for technical support for remote meetings.*

Board Priorities

- *Develop and expand community partnerships and communication*
- *Increase learning and achievement for all students, families, and staff*
- *Plan wisely for the future while maintaining fiscal integrity*
- *Maintain and improve the physical plant*

Any writings distributed either as part of the Board packet, or within 72 hours of a meeting, can be viewed at the District Office: 44141 Little Lake Road, Mendocino, CA 95460. Board backup materials are also located on the MUSD website at <http://www.mendocinoused.org/District/2285-Untitled.html>

In compliance with Government Code section 54954.2(a) Mendocino Unified School District will, on request, make agendas available in appropriate alternative formats to persons with a disability, as required by Section 202 of the Americans with Disabilities Act of 1990 (42 U.S.C. Sec. 12132), and the federal rules and regulations adopted in implementation thereof. Individuals who need this agenda in an alternative format or who need a disability related modification or accommodation in order to participate in the meeting should contact, Erin Placido Exec. Assistant to the Superintendent, in writing at P.O. Box 1154, Mendocino, CA 95460 or via email at doerin@mcn.org.

MENDOCINO UNIFIED SCHOOL DISTRICT IS PROUD TO BE AN EQUAL OPPORTUNITY EMPLOYER

1. 4:00 P.M., CLOSED SESSION CALL TO ORDER AND ROLL CALL

- 1.1. Call to order and roll call
- 1.2. The President will verbally identify the agenda items to be discussed during closed session as listed below.

2. PUBLIC HEARING FOR CLOSED SESSION

Members of the public may take this opportunity to comment on closed session agenda items per Board Policy 9322. Under the requirements of the Brown Act open meeting law, members of the community wishing to address an item on the closed session agenda may do so at this time. Items not on the agenda cannot be addressed at this time. A three-minute limit is set for each speaker on all items. The total time for public input on each item is limited to 20 minutes. (Government Code 54954.3).

Join Zoom Meeting

<https://us02web.zoom.us/j/86729005652?pwd=ZEtUclBmQVRna2wrVm5VVmIxYkVTUT09>

Meeting ID: 867 2900 5652 Passcode: 256505

Dial by your location

+1 669 900 9128 US (San Jose) Meeting ID: 867 2900 5652 Passcode: 256505

3. CLOSED SESSION

The Board will adjourn to closed session pursuant to Government Code 54950 - 54962.

- 3.1. Conference with labor negotiators (Govt. Code 54957.6) Agency Representative: Superintendent Jason Morse
Employee organizations: CEMUS and MTA bargaining units and unrepresented employees
- 3.2. Anticipated Litigation: Grand Jury Report. Legal Representative: Jennifer Nix
- 3.3. Public employee discipline/dismissal/release
- 3.4. Employment/Personnel Changes
- 3.5. Anticipated Litigation: MHS Boundary Line Survey. Legal Representative: Loren Soukup

4. 5:00 P.M. OPEN SESSION

- 4.1. Call to order and roll call
- 4.2. Approval of agenda
Items to be removed from the agenda or changes to the agenda should be done at this time.

5. RECOGNITION OF MUSE

Appreciation for special donations this last school year totaling \$8,412.86 to Mendocino Unified School District for enrichment activities and supplies. Since its inception in 2001, MUSE has contributed \$1,007,174.53.

6. SWEARING IN OF NEW STUDENT TRUSTEE

7. PUBLIC HEARING – SUNSHINING ITEMS TO BE NEGOTIATED BETWEEN CEMUS AND MUSD

Both the Classified Employees of Mendocino Unified School District (CEMUS) and the District will present their openers for the negotiation of the CEMUS Contract for the 2022-23 school year.

8. PUBLIC HEARING – SUNSHINING ITEMS TO BE NEGOTIATED BETWEEN MTA AND MUSD

Both the Certificated Employees of Mendocino Unified School District (MTA) and the District will present their openers for the negotiation of the CEMUS Contract for the 2022-23 school year.

9. CONSENT AGENDA

Items on the consent agenda are passed in one motion without discussion. Any item may be pulled from the consent agenda by any member of the Board and moved to action when approving the agenda. (action)

- 9.1. Approval of Warrants
 - 9.1.1. 6/9/22, 6/16/22, 6/23/22, 6/30/22, 7/7/22, 7/14/22, 7/21/22, 7/28/2, 8/4/22
- 9.2. Approval of Minutes
 - 9.2.1. Board Meeting Minutes: 6/14/22, 7/7/22
- 9.3. Approval of Employment/Personnel Changes
 - 9.3.1. Accept resignation, Classified Manager, 8 hrs/day, effective 6/30/22
 - 9.3.2. Accept resignation, Classified Employee, 8 hrs/day, effective 7/18/22
 - 9.3.3. Accept resignation, Classified Employee, 3.75 hrs/day, effective 6/10/22
 - 9.3.4. Hire, Classified Employee, 3/75 hrs/day, effective 8/19/22
 - 9.3.5. Hire, Classified Employee, 3.75 hrs/day, effective 8/19/22
 - 9.3.6. Increase, Classified Employee from 2.4 hrs/day to 4.4 hrs/day, effective 7/1/22
 - 9.3.7. Hire, Temporary Student Intern, various hrs/days, effective 4/11/22 – 6/10/22
 - 9.3.8. Hire, Certificated Employee, 1.0 FTE, effective 7/1/22
 - 9.3.9. Hire, Temporary Certificated Employee, .40 FTE, effective 7/1/22
 - 9.3.10. Award Temporary Leave of Absence, Certificated Employee, 1.0 FTE to .60 FTE, effective 7/1/22
 - 9.3.11. Hire, Certificated Employee, 1.0 FTE, from K8 to MHS, effective 8/15/22
 - 9.3.12. Award, Temporary Certificated Employee Column Advancement from Column 3 to Column 4, effective 7/1/22
 - 9.3.13. Hire, Classified Coach, stipend position, effective 3/14/22
 - 9.3.14. Hire, Classified Coach, stipend position, effective 8/8/22
 - 9.3.15. Hire, Certificated Teacher with Masters Stipend, 1.0 FTE, effective 8/15/22
 - 9.3.16. Hire, Certificated Teacher, 1.0 FTE, effective 8/15/22
 - 9.3.17. Hire, Certificated Teacher, 1.0 FTE, effective 8/15/22
 - 9.3.18. Hire, Certificated Teacher, 1.0 FTE, effective 8/15/22
 - 9.3.19. Adjust, Certificated Teacher from MTA salary schedule to Principals/Management Salary schedule, 1.0 FTE, effective 7/1/22
- 9.4. Approval of the Current Budget Change Report
- 9.5. Approval of Enrollment and Attendance Report Month 10
- 9.6. Approval of Student Body Reports – June & July 2022
- 9.7. Approval of the Fuel Use Agreement with the Mendocino Fire Protection District
- 9.8. Approval of the Mendocino County Office of Education Interdistrict Attendance Agreement
- 9.9. Approval of Internship Agreement between Mendocino Unified School District and Idaho State University
- 9.10. Approval of the Memorandum of Understanding (MOU) between MUSD and Fort Bragg Unified regarding the District of Choice Program

- 9.11. Approval of the Memorandum of Understanding (MOU) between MUSD and Sonoma County Superintendent of Schools for the North Coast School of Education Programs for the 2022-23 school year
- 9.12. Approval of Individual Excess Cyber Insurance Coverage
- 9.13. Approval of MUSD Quarterly Investment Reports
- 9.14. Approval of MUSD Compensation Time Report
- 9.15. Approval of Williams Settlement Report for 2021-22, Quarter 4
- 9.16. Acknowledge Correspondence from Mendocino County Office of Education regarding their receipt of MUSD public disclosure forms relating to AB1200, AB2756, and Govt. Code 3547.5
- 9.17. Final approval of Board Policies, Bylaws and Administrative Regulations
 - 9.17.1. BP 5145.31: Transgender and Nonconforming Students (students)

10. REPORTS

- 10.1. Student Trustee – Bohdi Briggs
- 10.2. Administrative
 - 10.2.1. Principal – Tobin Hahn
 - 10.2.2. Superintendent – Jason Morse
- 10.3. Bargaining Units
 - 10.3.1. Mendocino Teachers Association (MTA)
 - 10.3.2. Classified Employees of Mendocino Unified Schools (CEMUS)
- 10.4. Board Trustee Reports

11. TIMED ITEM 6:00 P.M. - PARENT/COMMUNITY COMMENT

Items not on the agenda, but within the jurisdiction of this body, may be addressed at this time or be submitted to the Superintendent in writing for Board consideration as an agenda item. A three-minute limit is set for each speaker on all items. The total time for public input on each item is limited to 20 minutes (Government Code 54952). The Brown Act does not permit the Board to take action on any item that is not on the agenda. In addition, in order to protect the rights of all involved, complaints about employees should be addressed through the District complaint process. Speaking about a personnel issue at a Board meeting may prevent the Board from being able to act on it. Please see an administrator to initiate the complaint process.

The Board may briefly respond to public comments by asking questions to clarify the speaker's comments and refer the speaker to the Superintendent for further clarification. We thank you for your comments and participation at this meeting.

12. INFORMATION/DISCUSSION/POSSIBLE ACTION ITEMS

- 12.1. Modernization and Construction Management Update
Construction Manager, Donald Alameida, will provide an update on the Phase I Modernization of Mendocino High School. (information)
- 12.2. Sale of MCN Discussion
The Board will review the bids received for the sale of MCN. (discussion/action)

- 12.3. PG&E Substation Tree Removal Settlement
The Board will discuss a settlement of the plan to remove tress on the K-8 School property (information/discussion/action)
- 12.4. Housing on District Property
The Board will discuss the updates to the possibility of housing on District property (information/discussion/action)
- 12.5. Adoption of the Declaration of Need (DON) for Fully Qualified Educators (2022-23).
In order to be able to fill potential certificate openings in areas where the applicants are typically limited in numbers, the attached Declaration of Need is required. This allows the District to fill these areas with teachers on emergency permits if needed. (action)
- 12.6. Public notice and intent to employ Provisional Intern, Erin Thomas, as a Teacher at the Mendocino K-8 School. This item requires action by the Board to meet the requirements of the California Commission on Teaching Credential. (action)
- 12.7. Consideration of Leave Request
 - 12.7.1. Classified employee, currently working 8 hrs/day, requests a 25% uncompensated leave of absence effective immediately and continuing through 10/31/22 (action)
- 12.8. COVID-19 Safety Plan
MUSD Superintendent, Jason Morse, will review the updated safer return to school plan and seek public input. (information)
- 12.9. Consideration of Resolution 2022-22: Continuing Board of Trustees Authority to Hold Virtual Meetings Pursuant to AB 61 (action)
- 12.10. Consideration of Resolution 2022-23: Authorizing Participation in the HVIP Public School Bus Set-Aside for Small and Medium Air Districts (action)
- 12.11. Board Policies, Bylaws and Administrative Regulations (as a first reading)
 - 12.11.1. AR 5117: Interdistrict Attendance – District of Choice (students)
 - 12.11.2. BP/AR 5141.21: Administering Medication & Monitoring Health Conditions (students)
- 12.12. Board Policies, Bylaws and Administrative Regulations (information only)
 - 12.12.1. BP/AR/E 1312.3: Uniform Complaint Procedures (community relations)
 - 12.12.2. AR 3311: Bids (business/noninstructional operations)
 - 12.12.3. BP/AR 5113.2: Work Permits (students)

13. FUTURE AGENDA ITEMS

Enrollment Report, NCLB Attestation, GANN Limit Resolution, Bargaining Unit Contracts, Williams Instructional Materials, SCOE/BTSA Agreement, Unaudited Actuals, Spring Consolidated App

14. ADJOURNMENT

The next regular Board meeting is scheduled for **September 8, 2022 at Mendocino K-8 School.**

2021-22 MUSE Donations

During the 2021-22 school year, MUSE approved awards totaling \$12,762 for student enrichment projects.

2021-22 Project - Awards Completed:	
Woodlands Trip, Grades 4-5	1,622.00
Woodworking Supplies, High School CTE	1,000.00
Culinary Supplies, High School CTE	4,707.36
Blue Whale Field Trip, K8	288.00
Pt Cabrillo Field Trip, K8	45.50
STEM Supplies, Grade 6	<u>750.00</u>
2021-22 MUSE Donations (thru 7-31-2022)	8,412.86

mk: 8/2/2022

Payment Id

Comment

Check #	Payment Id	Check Amt	Status	Check Amt	Comment	Check Amt
EP22-00359	01	12.16	Cleared	12.16	Transition Lunch Supplies	12.16
EP22-00358	63	11.11	Cleared	11.11	Mileage 5/22	11.11
EP22-00343	01	147.42	Cleared	147.42	Albion and Compitche Mileage	84.24 63.18
EP22-00346	63	549.88	Cleared	549.88	Dispatch Mileage 3/18 - 3/31	78.97
EP22-00347					Dispatch Mileage 4/1 - 4/15	76.05
EP22-00348					Dispatch Mileage 4/18 - 4/29	83.65
EP22-00354					Dispatch Mileage 5/2 - 5/13	67.27
EP22-00355					Dispatch Mileage 5/18 - 5/26	65.52
EP22-00352					Dispatch Mileage 3/1 - 3/8	84.24
EP22-00353					Dispatch Mileage 3/9 - 3/17	94.18
EP22-00349	01	342.22	Cleared	342.22	Compitche Speech Services	105.30
EP22-00350					Albion Speech Services	26.32
EP22-00351					Compitche Speech Services	52.65
EP22-00352					Compitche and Albion Speech Services	17.55
EP22-00353					Compitche Speech Services	35.10
EP22-00356	01	14.62	Cleared	14.62	Mileage Reimburse	105.30
EP22-00357	63	85.99	Cleared	85.99	Dispatch Mileage 5/3 - 5/18	4.68 9.94
EP22-00357	01	1,107.00	Cleared	1,107.00	Security and Monitoring	85.99
608616					Alarm System	1,045.50
608616 MCN					MHS Construction Administration	61.50
MUSD 04-01	21	5,600.00	Cleared	5,600.00	Ice Machine for Athletics	5,600.00
112-293344-7538611	63	2,501.12	Cleared	2,501.12	Office Supplies	
112-2940049-2613801					Batteries and Velcro Ties	453.05 131.99 322.36

Payment Id	Comment	Check Amt	2,501.12	Status	Cleared	SYNCB/AMAZON (AMAZON/2) - continued	
Check # 736952	63						
112-6950777-9764231	Open PO for Maintenance Items				01-8150-0-4300-150-0000-8110-0000	91.64	
112-7463371-1086653	Office Supplies				01-0794-0-4300-220-0000-2700-9009	9.15	
113-0811533-5424255	Open PO for Various Supplies				63-0000-0-4300-001-0000-6000-0000	113.87	
434999795854	Student Council Supplies				01-0795-0-4300-220-1110-1000-0000	21.56	
447796865348	Open PO for Various Supplies				63-0000-0-4300-001-0000-6000-0000	52.84	
466393976747	Open PO for Various Supplies				63-0000-0-4300-001-0000-6000-0000	117.52	
467733499535	Open PO for Various Supplies				63-0000-0-4300-001-0000-6000-0000	607.12	
556567463836	Open PO for Various Supplies				63-0000-0-4300-001-0000-6000-0000	59.32	
583533744346	Open PO for Various Supplies				63-0000-0-4300-001-0000-6000-0000	53.92	
675673766678	Student Council Supplies				01-0795-0-4300-220-1110-1000-0000	45.58	
694635557447	Open PO for Various Supplies				63-0000-0-4300-001-0000-6000-0000	124.92	
889764788796	Open PO for Maintenance Items				01-8150-0-4300-150-0000-8110-0000	16.17	
938446584664	Open PO for Various Supplies				63-0000-0-4300-001-0000-6000-0000	192.50	
988533956658	Open PO for Various Supplies				63-0000-0-4300-001-0000-6000-0000	87.61	
Check # 736953	69	Check Amt	197.50	Status	Cleared	ARROW BENEFITS GROUP (009731/1)	
DP22-00319	Vision Claims 5/30 - 6/3				69-0000-0-5800-000-0000-6000-0000	197.50	
Check # 736954	01	Check Amt	822.14	Status	Cleared	AT&T (AT&TC3/2)	
18213237	Telephone Services				01-0000-0-5903-001-0000-7200-0000	104.36	
					01-0000-0-5903-150-0000-2700-0000	185.95	
					01-0000-0-5903-155-3100-2700-0000	21.19	
					01-0000-0-5903-220-0000-2700-0000	237.79	
					01-0000-0-5903-221-0000-2700-0000	62.46	
					01-0000-0-5903-246-0000-2700-0000	81.43	
					01-0740-0-5903-001-0000-3600-0000	21.45	
18213576	Telephone Services				12-6105-0-5903-222-7110-8200-0000	64.32	
18213577	Telephone Services				01-0000-0-5903-150-0000-2700-0000	21.74	
Check # 736955	63	Check Amt	2,320.70	Status	Cleared	AT&T (00AT&T/1)	21.45
1300540704	Telephone Services				63-0000-0-5903-001-0000-6000-0000	2,320.70	
Check # 736956	63	Check Amt	879.51	Status	Cleared	COMMIO (COMMIO/1)	
0244803	Services				63-0000-0-5800-001-0000-6000-0000	879.51	
Check # 736957	01	Check Amt	1,528.64	Status	Cleared	DELL MARKETING LP (DELLMA/2)	
10584918226	Desktop for Kamala				01-0000-0-4400-155-0000-2700-1171	1,528.64	
Check # 736958	01	Check Amt	4,319.58	Status	Cleared	WASTE MANAGEMENT-UJKIAH (0EMPWM/2)	
2016-2561-3	Garbage Collection				01-0000-0-5540-150-0000-8200-0000	1,741.10	
					01-0000-0-5540-220-0000-8200-0000	2,014.79	
2017-2561-1	Garbage Collection				01-0000-0-5540-001-0000-8200-0000	369.98	
Selection	Sorted by Check Number, Inv #, Include Address=No, (Org = 46, Source = N, Pay To = N, Payment Method = N, Starting Check Date = 6/9/2022, Ending Check Date = 6/9/2022, Summary? = Y, Sort/Group 1 = 1, Sort/Group 2 =)						ESCAPE ONLINE
	046 - Mendocino Unified School District						Page 2 of 6
	Generated for Tiffany Grant (TGRANT), Aug 4 2022 8:46AM						

Comment

Payment Id	Check #	Check Amt	Status	Cleared	Comment	Check Amt	Status	Cleared	Comment
	736958	01		4,319.58	WASTE MANAGEMENT-JUKIAH (0EMPWM/2) - continued				
	2024-2561-7				Garbage Collection				93.40
	2753568-2561-0				Garbage Collection				100.31
	736959	01		1,500.00	FEINER, DONNA (DFEINEH1)				
	MAY 2022				Water Testing, Treatment				1,500.00
	736960	01		3,320.27	FERRELL GAS (FERREL/1)				
	1119305591				Heating Fuel, Multiple Sites				370.04
	1119514651				Heating Fuel, Multiple Sites				664.60
	1119538077				Heating Fuel, Multiple Sites				735.96
	1119575487				Heating Fuel, Multiple Sites				653.27
	1119612402				Heating Fuel, Multiple Sites				896.40
	736961	01		1,575.24	GALLERY BOOKSHOP (GALLER/1)				
	10683012				Textbooks				302.05
	10687553				Classroom Textbooks				630.87
	1071364041				Textbooks				642.32
	736962	13		543.46	HOPPER DAIRY (HOPPER/1)				
	67306763				Dairy for Cafeteria				229.10
	67306786				Dairy for Cafeteria				116.75
	67306864				Dairy for Cafeteria				197.61
	736963	01		108.86	MENDO MILL (MENDOM/2)				
	3671434				Heater				108.86
	736964	01		2,071.08	MENDOCINO CITY COMM. SERV'S (MCITYC/1)				
	R08968				Sewer Service				709.92
	R08997				Sewer Service				1,021.11
	R09001				Sewer Service				95.13
	R09037				Sewer Service				244.92
	736965	01		75.00	MENDOCINO COAST CLINICS INC (MCOCLI/1)				
	100000006538MAY2022				TB Assessments, 3 Employees				75.00
	736966	13		266.00	MENDOCINO COAST PRODUCE (MCOPRO/2)				
	27415				Produce for Cafeteria				266.00
	736967	01		882.32	OFFICE DEPOT (OFFICD/2)				
	245386022001				Classroom and Office Supplies				1.75
	245386025001				Classroom and Office Supplies				3.75
	245386025001				Classroom and Office Supplies				15.48
	245868459001				Office and Classroom Supplies				33.14
	245868459001				Office and Classroom Supplies				533.45

Payment id	Comment	Check #	Check Amt	Status	Cleared	882.32	OFFICE DEPOT (OFFICD/2) - continued	
245868459001	Office and Classroom Supplies	01					01-0794-0-4300-155-1110-1000-9009	262.74
245868461001	Office and Classroom Supplies						01-0794-0-4300-155-0000-2700-9009	21.45
							01-0794-0-4300-155-1110-1000-9009	10.56
Check # 736968		01	350.00	Cleared			OSCAR ESTRELLA (OESTRE/1)	
DP22-00318	Middle School Soccer Referee						01-0000-0-5800-220-1110-4200-0000	350.00
Check # 736969		01	1,169.43	Cleared			PG&E (00PG&E/1)	
6905412483-4 MAY2022	Electricity for District						01-0000-0-5510-006-0000-8200-0000	1,169.43
Check # 736970		21	12,625.00	Cleared			PHILIP MORTON INSPECTION (PHILIP/1)	
06-01-2022	High School Modernization Phase 1						21-9010-0-6200-150-0000-8500-9913	12,625.00
Check # 736971		01	7,669.29	Cleared			REDWOOD COAST FUELS (RWCOAS/1)	
1354928	Diesel and Regular Fuel for Vehicles and Heating						01-0740-0-4361-001-0000-3600-0000	7,669.29
Check # 736972		63	65.94	Cleared			ROSSI BUILDING MATERIALS (ROSSIB/1)	
2205-229722	Open PO for Supplies						63-0000-0-4300-001-0000-6000-0000	54.95
2205-239602	Open PO for Supplies						63-0000-0-4300-001-0000-6000-0000	10.99
Check # 736973		13	179.70	Cleared			Roundman's (ROUND/1)	
28431	Grass Fed Beef						13-5310-0-4700-001-0000-3700-0000	179.70
Check # 736974		13	1,195.89	Cleared			SAFEWAY INC. (SAFEWA/2)	
151360MAY2022	Cafeteria Food						13-5310-0-4700-001-0000-3700-0000	1,127.19
							13-5310-0-4700-001-0000-3700-8634	68.70
Check # 736975		01	112,104.50	Cleared			SISC MEDICAL (SISCME/1)	
JUNE 21-22	Medical Insurance						01-0000-0-9514-000-0000-0000-0000	112,104.50
Check # 736976		12	65.14	Cleared			SOLID WASTE OF WILLITS INC (SOLIDWI/1)	
05-229943-1MAY 2022	Waste Disposal at Greenwood						12-6105-0-5540-222-7110-8200-0000	65.14
Check # 736977		63	3,389.00	Cleared			STREAKWAVE (STREAK/1)	
1025525	Supplies						63-0000-0-4300-001-0000-6000-0000	3,389.00
							63-0000-0-4300-001-0000-6000-0000	266.88
Check # 736978		13	1,448.65	Cleared			SYSCO FOOD SERVICES OF SF INC (SYSCOF/1)	
450950429	Cafeteria Food						13-5310-0-4700-001-0000-3700-0000	758.98
							13-5310-0-4700-001-0000-3700-8634	68.99
550011031	Cafeteria Food						13-5310-0-4300-001-0000-3700-9987	243.30
							13-5310-0-4700-001-0000-3700-0000	377.38
Check # 736979		63	395.40	Cleared			VERIZON WIRELESS (VERIZO/1)	
9491248805	Phone Services						01-0000-0-5902-001-0000-7150-0000	138.24
							01-1100-0-5902-220-0000-2420-6500	44.91

Payment Id	Check #	Check Amt	Status	Cleared	Comment
9491248805	63	395.40	VERIZON WIRELESS (VERIZO1) - continued	01-8150-0-5902-001-0000-8110-0000	40.52
				63-0000-0-5902-001-0000-6000-0000	171.73
20220531 MCN	63	25.50	WHISPERING PINES WATER (WHISPE/2)	63-0000-0-5500-001-0000-6000-0000	25.50

Number of Items 38 Totals for Register 000215 171,465.26

2022 FUND-OBJ Expense Summary / Register 000215

01-4100	1,575.24	
01-4300	2,094.84	
01-4361	7,669.29	
01-4400	1,528.64	
01-5200	504.26	
01-5510	1,169.43	
01-5520	2,950.23	
01-5530	2,071.08	
01-5540	4,319.58	
01-5800	2,895.50	
01-5812	75.00	
01-5902	223.67	
01-5903	757.82	
01-9110*		139,939.08-
01-9514	112,104.50	
Totals for Fund 01	139,939.08	139,939.08-
12-5520	370.04	
12-5540	65.14	
12-5903	64.32	
12-9110*		499.50-
Totals for Fund 12	499.50	499.50-
13-4300	243.30	
13-4700	3,390.40	
13-9110*		3,633.70-
Totals for Fund 13	3,633.70	3,633.70-
21-5800	5,600.00	

2022 FUND-OBJ Expense Summary / Register 000215 (continued)

21-6200	12,625.00		
21-9110*		18,225.00-	18,225.00-
Totals for Fund 21	18,225.00		18,225.00-
63-4300	5,131.44		
63-5200	646.98		
63-5500	87.00		
63-5800	879.51		
63-5902	171.73		
63-5903	2,320.70		
63-9110*		8,970.48-	
63-9550*		266.88-	
Totals for Fund 63	9,237.36		9,237.36-
69-5800	197.50		
69-9110*		197.50-	197.50-
Totals for Fund 69	197.50		197.50-
Totals for Register 000215	171,732.14		171,732.14-

* denotes System Generated entry

Net change to Cash 9110 171,465.26-Credit

Payment Id	Check #	Check Amt	Comment	Status	Printed	240.00	240.00	240.00
	01		ANDRADE, PAULO FELIPE S (001390 - Emp)	01-0000-0-5902-001-0000-2700-0000	Cleared			240.00
EP22-00368			Cell Phone Reimbursement Jan. - June					
	01		FOSSE, ALEXANDER S (000071 - Emp)	01-0795-0-4300-220-1110-1000-0000	Cleared	24.76		24.76
EP22-00373			Field Day Supplies					
	01		FREELING, LINDA F (000072 - Emp)	01-0079-0-5200-221-1110-1000-0000	Cleared	114.08		114.08
EP22-00364			EL Support Mileage through 6/2					
	01		01-0079-0-5200-246-1110-1000-0000	Cleared				70.21
	63		01-0079-0-5200-246-1110-1000-0000	Cleared				43.87
Check # 737385			GRIFFEN, MATTHEW R (001535 - Emp)					
EP22-00370			Mileage 4/27 - 5/4					98.33
EP22-00371			Mileage 5/5 - 5/12					88.39
EP22-00372			Mileage 5/13 - 5/23					100.03
Check # 737386			JIMENEZ, MARTHA C (001455 - Emp)					
EP22-00363			Food Card for Student					150.00
	01		01-0001-0-4300-001-0000-3130-1137	Cleared				
Check # 737387			LUCIER, LAURA E (000022 - Emp)					
EP22-00361			Cell Phone Jan. - June					240.00
	01		01-0000-0-5902-220-0000-2700-0000	Cleared				
Check # 737388			MORSE, JASON J (000146 - Emp)					
EP22-00360			CHP Application, Mileage					12.28
	01		01-0000-0-5200-001-0000-7150-0000	Cleared				
	01		01-0740-0-5800-001-0000-3600-0000	Cleared				57.00
Check # 737389			OATNEY, MARK D (000159 - Emp)					
EP22-00375			Math Supplies					366.47
	01		01-0795-0-4300-220-1110-1000-0000	Cleared				
Check # 737390			PLOCHER, DARCIE A (000168 - Emp)					
EP22-00374			Field Day Supplies					23.72
	01		01-0794-0-4300-220-1110-1000-9009	Cleared				
Check # 737391			PORTER, IANA T (001441 - Emp)					
EP22-00362			Classroom Supplies					115.56
	01		01-0795-0-4300-220-1110-1000-0000	Cleared				
Check # 737392			SLUIJS, BRAM C (001498 - Emp)					
EP22-00367			Cell Phone Reimbursement					240.00
	01		01-0000-0-5902-150-0000-2700-0000	Cleared				
Check # 737393			SMITHYMAN, MEGAN E (001508 - Emp)					
EP22-00366			Cell Phone Usage, Jan. - June					240.00
	01		01-0000-0-5902-150-0000-2700-0000	Cleared				
Check # 737394			YANEZ, ANNA E (001530 - Emp)					
EP22-00365			Comptche Mileage					87.75
	01		01-0000-0-5200-221-5760-3110-0000	Cleared				
Check # 737395			YOLLES, TRAVIS A (001531 - Emp)					
EP22-00369			Cell Phone Usage Jan. - June					240.00
	01		01-0000-0-5902-001-0000-2700-0000	Cleared				
Check # 737396			ARROW BENEFITS GROUP (009731/1)					
23014			Dental and Vision Benefits					400.75
			01-0000-0-9514-000-0000-0000-3498	Cleared				
			01-0000-0-9514-000-0000-0000-3499	Cleared				183.00

Payment Id	Check #	Check Amt	Status	Comment	Check Amt
	01	903.75	Cleared	ARROW BENEFITS GROUP (009731/1) - continued	320.00
DP22-00326				Vision Claims 6/6 - 6/10	
Check # 737397	63	1,007.32	Cleared	BANDWIDTH INC. (BANDWI/1)	1,007.32
BWUS10600274				Open Purchase Order for Telephone Services	
Check # 737398	01	225.00	Cleared	CATCH A CANOE (CATCHA/1)	225.00
1248				SONAR Canoe Rental	
Check # 737399	01	3,652.00	Cleared	COLLEGE BOARD (COLLEG/3)	2,937.00
EP00121963				AP Examinations	212.38
ES00146998				11th Grade School Day Exams	715.00
Check # 737400	01	408.68	Cleared	CUMMINS PACIFIC LLC (CUMMIN/2)	56.30
Y7-4041				Bus 12 Repair	408.68
Check # 737401	12	367.81	Cleared	ELK CO. WATER DISTRICT (ELKCOW/1)	80.00
22327				Water Monitoring, Greenwood	287.81
22347				Water Monitoring, Greenwood	
Check # 737402	01	2,389.39	Cleared	FORT BRAGG ADVOCATE-NEWS (FBADVO/3)	2,389.39
1339381				Open PO for Classified Advertising	
Check # 737403	01	7,920.90	Cleared	GHD INC. (000GHD/2)	7,920.90
380-0010445				Drinking Water Project	
Check # 737404	01	2,296.60	Cleared	CYPRESS HOLDINGS INC (HARVES/2)	
49062 MAY 2022				Maintenance, Transportation, Cafeteria Supplies	9.69
49494 MAY 2022				Maintenance, Transportation, Cafeteria Supplies	54.35
49495 MAY 2022				Culinary, Office Supplies, Classroom Supplies	898.31
49497 MAY 2022				Supplies	55.45
MAY 2022 49062				Teacher Morale Boosters	16.82
MAY 2022 49494				Comptche Generator Shed Supplies	628.96
Check # 737405	13	93.61	Cleared	HOPPER DAIRY (HOPPER/1)	212.55
67306905				Daily for Cafeteria	45.39
Check # 737406	01	397.72	Cleared	JOSTENS (JOSTEN/1)	375.08
28923561				Diploma Covers and Accessories	93.61
28933696				Diplomas	276.98
Check # 737407	21	1,561,206.81	Cleared	LATHROP CONSTRUCTION INC. (LATHRO/1)	120.74

Payment Id	Check #	Check Amt	Status	Comment	Check #	Check Amt	Status	Comment
	21	1,561,206.81	Cleared	LATHROP CONSTRUCTION INC. (LATHRO/H)	6	1,561,206.81	Cleared	LATHROP CONSTRUCTION INC. (LATHRO/H) - continued
	01	4,000.00	Cleared	MARYJEAN MAKELA (MMAKEL/H)				
	63	121.44	Cleared	MENDOCINO CITY COMM. SERV'S (MCITYC/H)				
	01	9,712.92	Cleared	MENDOCINO HIGH SCHOOL SB (MHSSTU/H)				
	01	1,461.43	Cleared	NORVELL'S (NORVEL/H)				
	01	188.04	Cleared	OFFICE DEPOT (OFFICD/H)				
	01	4.64	Cleared	Classroom and Office Supplies				
	01	9.92	Cleared	Office and Classroom Supplies				
	01	2.99	Cleared	Office and Classroom Supplies				
	01	49.75	Cleared	Office and Classroom Supplies				
	01	24.51	Cleared	Office and Classroom Supplies				
	01	5.15	Cleared	Office and Classroom Supplies				
	01	2.53	Cleared	Office and Classroom Supplies				
	01	55.27	Cleared	Office and Classroom Supplies				
	01	27.22	Cleared	Office and Classroom Supplies				
	21	15,344.49	Cleared	QUATTROCCHI KWOK ARCHITECTS (QUATTR/H)				
	21	12,770.49	Cleared	MHS Bond Architectural Services				
	21	2,574.00	Cleared	Gymnasium & Tech Center Modernization				
	01	1,532.18	Cleared	RHOADS AUTO PARTS INC. (RHOADS/H)				
	01	1,282.02	Cleared	Auto Repair Parts				
	01	250.16	Cleared	Auto Repair Parts				
	01	97.02	Cleared	KAKX Relocation Study				
	01	192.00	Cleared	CA DEPT OF JUSTICE (STOFCZ/H)				
	63	2,844.94	Cleared	Fingerprinting				
	63	192.00	Cleared	Fingerprinting				
	1025502	515.84	Cleared	Supplies				
	1026351	26.38	Cleared	Supplies				
	1026351	276.64	Cleared	Supplies				

Payment Id	Comment	Check Amt	Status	Cleared	SREAKWAVE (STREAK/1) - continued	
Check # 737417	63	2,844.94				
1026351	Supplies		63-0000-0-4300-001-0000-6000-0000			16.32
1027501	Supplies		63-0000-0-4300-001-0000-6000-0000			2,052.46
			63-0000-0-4300-001-0000-6000-0000			148.41
Check # 737418	63	3,033.96			SUMO FIBER (SUMOFI/1)	
377810	Phone Services		63-0000-0-5903-001-0000-6000-0000			3,033.96
Check # 737419	01	179.72			THE RENTAL PLACE (RENTAL/2)	
470597-5	Moving Boxes		01-0000-0-4300-150-0000-8200-0000			89.86
			01-0000-0-4300-220-0000-8200-0000			89.86
Check # 737420	01	479.97			U.S. CELLULAR (USCELL/1)	
0511928950	High School Hot Spots		01-0000-0-5900-001-1110-2420-9890			479.97
Check # 737421	63	4,489.84			US BANK CORPORATE PAYMENT SYS (USBANK/2)	
03422-21049797	Canva Subscription		63-0000-0-5800-001-0000-6000-0000			12.99
0506252908	Telephone Service		63-0000-0-5903-001-0000-6000-0000			103.73
0611447-IN	Specialized Services		63-0000-0-5811-001-0000-6000-0000			26.67
14381252HT957262B	Specialized Services		63-0000-0-5800-001-0000-6000-0000			38.00
2604943-69996-48	Starlink Services		63-0000-0-5903-001-0000-6000-0000			99.00
2652E9C2-DC55-4884-9	Goto Technologies		63-0000-0-5800-001-0000-6000-0000			119.88
28717	Antenna Pipe Mount		63-0000-0-4300-001-0000-6000-0000			232.83
2UGW8EBTS2	Facebook Advertising		63-0000-0-4300-001-0000-6000-0000			14.15
438359764	Specialized Services		63-0000-0-5811-001-0000-6000-0000			75.00
4984146041701697-965	Facebook Advertising		63-0000-0-5800-001-0000-6000-0000			293.74
51134	Auto Repair Parts		01-0740-0-4365-001-0000-3600-0000			75.00
			01-0740-0-4365-001-0000-3600-0000			159.95
			01-0740-0-4365-001-0000-3600-0000			12.59
5144544642328497-972	Facebook Advertising		63-0000-0-5811-001-0000-6000-0000			75.00
7438	Telephone Services		63-0000-0-5903-001-0000-6000-0000			412.51
902205010507	Services		63-0000-0-5800-001-0000-6000-0000			1,000.00
ACC1AB7A64976EAB55A8	Specialized Services		63-0000-0-5800-001-0000-6000-0000			10.00
DP22-00320	Google Advertising		63-0000-0-5811-001-0000-6000-0000			84.34
DP22-00321	Quickbooks Monthly Subscription		63-0000-0-5800-001-0000-6000-0000			25.00
DP22-00323	Craigs List Ad for Bus Driver		01-0740-0-5811-001-0000-3600-0000			10.00
DP22-00324	PE and Soccer Equipment		01-0001-0-4300-220-1110-4200-1147			693.71
IN4163	Auto Repair Parts		01-0794-0-4300-220-1110-1000-9009			702.99
			01-0740-0-4365-001-0000-3600-0000			239.50
			01-0740-0-4365-001-0000-3600-0000			15.75
Check # 737422	01	60.74			WAXIE SANITARY SUPPLY (009737/1)	
80950449	Custodial Supplies		01-0000-0-4300-001-0000-8200-0000			60.74

Payment Id	Check #	Check Amt	Status	Cleared	Comment	Check Amt	Status	Cleared	203.25
	737423	01			Drinking Water	01-0794-0-4300-150-1110-1000-9009			203.25
	202020531HIGH SCHOOL	01							203.25
	737424	01			XEROX CORPORATION (XEROXC/2)				203.25
	016366939				Copy Machine Rental	01-0000-0-5600-155-0000-2700-0000			177.68
	016366940				Copy Machine Rental	01-0000-0-5600-220-0000-2420-0000			230.67
	016366941				Copy Machine Rental	01-0000-0-5600-150-0000-2420-0000			181.56
	016366942				Copy Machine Rental	01-0000-0-5600-001-0000-7200-0000			232.58
	016366943				Copy Machine Rental	01-0000-0-5600-150-0000-2700-0000			285.47
	016366944				Copy Machine Rental	01-0000-0-5600-220-0000-2700-0000			628.11
	016366945				Copy Machine Rental	01-0000-0-5600-246-0000-2700-0000			55.13
	016366946				Copy Machine Rental	01-0000-0-5600-221-0000-2700-0000			57.52
	016366947				Copy Machine Rental	12-6105-0-5600-222-7110-1000-0000			49.25

Number of Items 43 Totals for Register 000216 1,629,147.87

2022 FUND-OBJ Expense Summary / Register 000216	
01-4300	10,383.88
01-4365	1,764.16
01-5200	214.11
01-5600	2,482.40
01-5800	4,154.02
01-5811	2,399.39
01-5814	192.00
01-5900	479.97
01-5902	1,200.00
01-6170	7,920.90
01-8699	9,712.92
01-9110*	41,190.48-
01-9514	583.75
01-9550*	297.02-
Totals for Fund 01	41,487.50
12-5530	367.81
12-5600	49.25
12-9110*	417.06-
Totals for Fund 12	417.06
13-4700	103.30
Totals for Fund 01	41,487.50
Totals for Fund 12	417.06

2022 FUND-OBJ Expense Summary / Register 000216 (continued)

13-9110*		103.30-		103.30-
Totals for Fund 13	103.30		103.30-	
21-6200	1,576,551.30			
21-9110*		1,576,551.30-		
Totals for Fund 21	1,576,551.30		1,576,551.30-	
25-6400	375.08			
25-9110*		375.08-		
Totals for Fund 25	375.08		375.08-	
63-4300	3,495.58			
63-5200	286.75			
63-5530	121.44			
63-5800	1,499.61			
63-5811	336.01			
63-5903	4,656.52			
63-9110*		10,190.65-		
63-9550*		205.26-		
Totals for Fund 63	10,395.91		10,395.91-	
69-5800	320.00			
69-9110*		320.00-		
Totals for Fund 69	320.00		320.00-	
Totals for Register 000216	1,629,650.15		1,629,650.15-	

* denotes System Generated entry

Net change to Cash 9110 1,629,147.87- Credit

ReqPay04b

Check Register with Accounts

Register 000217 - 06/23/2022

Bank Account COUNTY - AP Checks

Payment Id	Check #	Check Amt	Comment	Status	Cleared	280.56	219.05	46.80	241.16	211.89	754.49	10,991.09	75.00	219.05	2,291.00	1,000.00	2,400.00	3,238.32	2,200.00	5,945.00	15.00	46.80	
EP22-00378	01		Anxiety Training and Books, Mileage	Cleared																			34.83
																							219.99
																							25.74
EP22-00376	01		Elk and Comptche Mileage	Cleared																			46.80
EP22-00379	01		Greenhouse and Garden Supplies	Cleared																			241.16
EP22-00377	01		MMS Soccer Awards	Cleared																			113.03
EP22-00380	01		Dispatch Mileage 5/19 - 6/2	Cleared																			98.86
147596	01		Power Supply Replacement	Cleared																			754.49
MS-8857	01		Aeries Software License/Support, Communications	Cleared																			10,991.09
2063199-MENUUSD	01		Open P.O. Water Testing	Cleared																			75.00
707937404965390622	63		Telephone Services	Cleared																			219.05
4183	21		April Services	Cleared																			2,291.00
106000808076	01		Postage for District	Cleared																			1,000.00
6966	21		Storage Container	Cleared																			1,200.00
6967	21		Storage Container	Cleared																			1,200.00
C-106016	13		Titan Cafeteria Program	Cleared																			3,238.32
186621	01		Annual Web Site Hosting	Cleared																			2,200.00
DP22-00330	01		HS Graduation Setup and Takedown	Cleared																			3,950.00
DP22-00331	01		CHS Graduation Setup and Takedown	Cleared																			1,995.00
INV22-00213	01		Restraint Training, Laura Lucier	Cleared																			15.00

Payment Id	Comment	Check #	Check Amt	Status	Printed	9.05	9.05
DP22-00327	Reimburse ASB for Chorus Trip	01		Cleared			9.05
7-1-2023	Insurance for 2022-23	01		Cleared			99,553.00
Check # 737926	Electricity for District	01		Cleared			1,017.80
0483535710-6 MAY2022	Electricity for District	01		Cleared			1,017.80
Check # 737927	Electricity for District	01		Cleared			6,528.12
4668452137-3 03-22	Electricity for District	01		Cleared			6,528.12
Check # 737928	Diesel and Regular Fuel for Vehicles and Heating	01		Cleared			10,098.19
1354985	Diesel and Regular Fuel for Vehicles and Heating	01		Cleared			3,964.21
1354987	Diesel and Regular Fuel for Vehicles and Heating	01		Cleared			6,133.98
Check # 737929	HS Bond Project	21		Cleared			39,830.12
40080	HS Bond Project	21		Cleared			39,830.12
Check # 737930	22-23 Membership Dues	01		Cleared			1,000.00
2022-6-40	22-23 Membership Dues	01		Cleared			1,000.00
Check # 737931	Hotel Room @ CMC Tennis Tourney	01		Cleared			137.03
DP22-00332	Hotel Room @ CMC Tennis Tourney	01		Cleared			137.03
Check # 737932	Cafe Food from State Commodities	13		Cleared			176.70
22 SF-40948	Cafe Food from State Commodities	13		Cleared			176.70
Check # 737933	Supplies	63		Cleared			2,801.36
1027536	Supplies	63		Cleared			2,801.36
Check # 737934	Exercise Equipment	01		Cleared			291.23
INV2167008	Exercise Equipment	01		Cleared			291.23
Check # 737935	Phone Services	63		Cleared			3,002.34
157459971-0	Phone Services	63		Cleared			3,002.34
Check # 737936	Soccer Supplies, Ed Week Subscription, Food Card	01		Cleared			2,637.13
DP22-00328	Soccer Supplies, Ed Week Subscription, Food Card	01		Cleared			2,637.13
DP22-00329	Various Charges						111.90
							429.57
							40.00
							104.47
							29.74
							305.91
							1,485.54

Payment Id	Comment	Check Amt	Status	Cleared	US BANK CORPORATE PAYMENT SYS (USBANK/2) - continued
Check # 737936	01		2,637.13		
DP22-00329	Various Charges			13-5310-0-5800-001-0000-3700-0000	130.00
Check # 737937	01		32.35		WILLITS POWER (WILLIT/2)
850243	Maintenance Supplies			01-8150-0-4300-001-0000-8110-0000	32.35
Check # 737938	63		110.30		Thrvy (0000YP/1)
800438395JUNE2022	Yellow Pages Advertising			63-0000-0-5811-001-0000-6000-0000	110.30
Number of Items	30		197,357.69	Totals for Register 000217	

2022 FUND-OBJ Expense Summary / Register 000217

01-4300	2,017.80		
01-4400	754.49		
01-5200	453.61		
01-5510	7,545.92		
01-5520	10,098.19		
01-5800	6,060.00		
01-5900	1,485.54		
01-5904	1,000.00		
01-9110*		143,059.64	
01-9330*	113,644.09		
Totals for Fund 01	143,059.64	143,059.64	
13-4700	176.70		
13-5800	130.00		
13-9110*		3,545.02	
13-9330*	3,238.32		
Totals for Fund 13	3,545.02	3,545.02	
21-5800	42,121.12		
21-9110*		44,521.12	
21-9330*	2,400.00		
Totals for Fund 21	44,521.12	44,521.12	
63-4300	3,021.96		
63-5200	98.86		
63-5811	110.30		
63-5903	3,221.39		
63-9110*		6,231.91	

2022 FUND-OBj Expense Summary / Register 000217 (continued)

63-9550*		220.60-
Totals for Fund 63	6,452.51	6,452.51-
Total for Fiscal Year 2022	197,578.29	197,578.29-
01-5300	1,000.00	
01-5450	99,553.00	
01-5800	13,091.09	
01-9330*		113,644.09-
Totals for Fund 01	113,644.09	113,644.09-
13-5800	3,238.32	
13-9330*		3,238.32-
Totals for Fund 13	3,238.32	3,238.32-
21-5600	2,400.00	
21-9330*		2,400.00-
Totals for Fund 21	2,400.00	2,400.00-
Total for Fiscal Year 2023	119,282.41	119,282.41-
Totals for Register 000217	316,860.70	316,860.70-

* denotes System Generated entry

Net change to Cash 9110 197,357.69- Credit

Payment Id Comment

Check # 738382	01	Check Amt	5,000.00	Status	Cleared	SAIC BURSAR'S OFFICE (SAIC BURSAR - Payee)	01-9049-0-5800-150-3800-1000-1132	5,000.00
SAIC STUDENT 2433737		Check Amt		Status	Cleared	BROWN, MARSHALL C (000028 - Emp)		
Check # 738383	01	Check Amt	49.60	Status	Cleared	Batteries for Graduations and Board Meeting		
EP22-00381		Check Amt		Status	Printed	BUCH, ROB A (000030 - Emp)		
Check # 738384	63	Check Amt	49.14	Status	Cleared	Wireless Mileage 5/19 - 6/3		49.14
EP22-00384		Check Amt		Status	Cleared	MOORE, JERRY L (000144 - Emp)		
Check # 738385	63	Check Amt	254.08	Status	Cleared	Sacramento Mileage and Meals		254.08
EP22-00383		Check Amt		Status	Cleared	MORSE, JASON J (000146 - Emp)		
Check # 738386	01	Check Amt	47.38	Status	Cleared	Willits Mileage		47.38
EP22-00385		Check Amt		Status	Cleared	ROBERTS, LORI D (000182 - Emp)		
Check # 738387	01	Check Amt	167.89	Status	Cleared	2 Trips to Ukiah for Bus drop off		167.89
EP22-00382		Check Amt		Status	Cleared	ALPHA ANALYTICAL LABS INC (ALPHA/A/1)		
Check # 738388	01	Check Amt	100.00	Status	Cleared	Open P.O. Water Testing		40.00
2064305-MENUUSD		Check Amt		Status	Cleared	Open P.O. Water Testing		60.00
2064378-MENUUSD		Check Amt		Status	Cleared	ARROW BENEFITS GROUP (009731/1)		
Check # 738389	69	Check Amt	415.50	Status	Cleared	Vision Claims 6/13 - 6/17		197.50
DP22-00333		Check Amt		Status	Cleared	Vision Claims 6/20 - 6/24		218.00
DP22-00341		Check Amt		Status	Cleared	AT&T (00AT&T/1)		
Check # 738390	63	Check Amt	2,320.70	Status	Cleared	Telephone Services		2,320.70
2928901708		Check Amt		Status	Cleared	CSBA c/o West America Bank (00CSBA/2)		
Check # 738391	01	Check Amt	9,206.00	Status	Cleared	Gamut Policy Annual 22/23		1,570.00
INV-61970-W9M6Q2		Check Amt		Status	Cleared	CSBA, ELA Annual Membership 2022-23		7,636.00
INV60829-X8Y1K9		Check Amt		Status	Cleared	FERRELL GAS (FERREL/1)		
Check # 738392	01	Check Amt	564.82	Status	Cleared	Heating Fuel, Multiple Sites		529.44
1119698063		Check Amt		Status	Cleared	Heating Fuel		135.38
1119800653A		Check Amt		Status	Cleared	FORT BRAGG PLUMBING INC (FBPLUM/1)		
Check # 738393	01	Check Amt	10,955.60	Status	Cleared	Repair and Replace Failed Water Line at HS		6,074.10
DP22-00334		Check Amt		Status	Cleared	HELEN & CO. ADVERTISING, INC. (HELEN&I)		4,581.50
Check # 738394	63	Check Amt	300.00	Status	Cleared	MTA Advertising		300.00
7616		Check Amt		Status	Cleared			

Payment Id	Comment	Check Amt	Status	Cleared	Math Learning Center (MATHLE/1)	413.55
Check # 738395	01	01-0000-0-4100-220-1110-1000-9009	Cleared			413.55
BA58299-IN	Math Textbooks					
Check # 738396	01	01-0000-0-4100-220-1110-1000-9009	Cleared			413.55
INV22-00214	Pro-Act Training, Greenwood Staff					
Check # 738397	01	01-6266-0-5200-222-5760-1130-0000	Cleared			160.00
5-31-22 K8	Drinking Water					
Check # 738398	01	01-0794-0-4300-220-1110-1000-9009	Cleared			180.00
249091841001	Office and Classroom Supplies					
Check # 738399	01	01-0794-0-4300-155-0000-2700-9009	Cleared			13.07
4668452137-3MAY2022	Electricity for District					
Check # 738400	01	01-0794-0-4300-155-1110-1000-9009	Cleared			6.44
6905412483-4JUNE2022	Electricity for District					
Check # 738401	01	01-0000-0-5510-001-0000-8200-0000	Cleared			4,507.40
8658020613-3MAY2022	Electricity for District					
Check # 738402	21	01-0000-0-5510-001-0000-8200-0000	Cleared			4,507.40
23393	MHS Bond Architectural Services					
23394	Gymnasium & Tech Center Modernization					
23395	Mendocino Community School Modernization					
23396	MHS Industrial Arts Modernization					
Check # 738403	01	01-0000-0-5510-001-0000-8200-0000	Cleared			984.40
1355174	Diesel and Regular Fuel for Vehicles and Heating					
Check # 738404	13	01-0000-0-5510-006-0000-8200-0000	Cleared			445.56
151360 JUNE 2022	Cafeteria Food					
Check # 738405	01	01-0000-0-5510-150-0000-8200-0000	Cleared			644.20-
W123894-IN	May Revise Webinar					
Check # 738406	21	01-0000-0-5510-220-0000-8200-0000	Cleared			32.90
Selection	Sorted by Check Number, Inv #, Include Address=No, (Org = 46, Source = N, Pay To = N, Payment Method = N, Starting Check Date = 6/30/2022, Summary? = Y, Sort/Group 1 = 1, Sort/Group 2 =)					
Ending Check Date = 6/30/2022, Summary? = Y, Sort/Group 1 = 1, Sort/Group 2 =)						
046 - Mendocino Unified School District						
Generated for Tiffany Grant (TGRANT), Aug 4 2022 8:52AM						

Payment Id	Check #	Check Amt	Status	Cleared	Comment	Check Amt	Status	Cleared
	21	653.43			SHN CONSULTING ENGINEERS (SHNCON/1) - continued	653.43		
	63	436.49			Boundary Survey Services through May 31	436.49		
	01	934.62			Supplies	934.62		
	01	2,214.79			STREAKWAVE (STREAK/1)	2,214.79		
	01	3,063.00			SUN LIFE FINANCIAL (SUNLIF/1)	3,063.00		
	01	3,063.00			US BANK CORPORATE PAYMENT SYS (USBANK/2)	3,063.00		
	01	120.81			01-0795-0-4300-150-1110-1000-0000	120.81		
	01	83.01			01-3213-0-4300-150-1110-1000-9987	83.01		
	01	152.79			01-0000-0-4300-150-1110-4200-0000	152.79		
	01	15.00			01-6388-0-5800-150-3800-1000-0000	15.00		
	01	29.99			01-0794-0-5800-150-3800-1000-8167	29.99		
	01	504.00			01-6388-0-5800-150-3800-1000-0000	504.00		
	01	292.07			01-0794-0-4300-150-1110-1000-9009	292.07		
	01	22.00			01-0794-0-5800-150-3800-1000-8167	22.00		
	01	332.48			01-0794-0-4300-150-0000-2700-9009	332.48		
	01	24.00			01-0794-0-4300-150-1110-1000-9009	24.00		
	01	60.41			01-0794-0-4300-150-1110-1000-9009	60.41		
	01	32.24			01-0794-0-4300-150-1110-1000-9009	32.24		
	01	63.85			01-0794-0-4300-150-1110-1000-9009	63.85		
	01	482.14			01-0740-0-5800-001-0000-3600-0000	482.14		
	01	3,063.00			YORKE ENGINEERING LLC (YORKEE/1)	3,063.00		
	29703				SPCC and Storm Water Support			3,063.00

Number of Items 29 Totals for Register 000218 146,879.75

2022 FUND-06J Expense Summary / Register 000218	
01-4100	413.55
01-4300	7,484.87
01-4361	1,465.46
01-5200	625.27
01-5510	8,863.45
01-5520	529.44
01-5800	13,797.63
01-9110*	43,320.29-
01-9330*	10,140.62

2022 FUND-OBJ Expense Summary / Register 000218 (continued)

Totals for Fund 01	43,320.29	43,320.29-
12-5510	44.13	
12-9110*		44.13-
Totals for Fund 12	44.13	44.13-
13-4700	556.06	
13-9110*		556.06-
Totals for Fund 13	556.06	556.06-
21-6200	99,047.98	
21-9110*		99,047.98-
Totals for Fund 21	99,047.98	99,047.98-
63-4300	469.41	
63-5200	303.22	
63-5520	135.38	
63-5811	300.00	
63-5903	2,320.70	
63-9110*		3,496.79-
63-9550*		32.92-
Totals for Fund 63	3,528.71	3,528.71-
69-5800	415.50	
69-9110*		415.50-
Totals for Fund 69	415.50	415.50-
Total for Fiscal Year 2022	146,912.67	146,912.67-
01-5300	9,206.00	
01-9330*		10,140.62-
01-9514	934.62	
Total for Fiscal Year 2023 and Fund 01	10,140.62	10,140.62-
Totals for Register 000218	157,053.29	157,053.29-

* denotes System Generated entry

Net change to Cash 9110 146,879.75-Credit

Payment Id	Check #	Check Amt	Status	Printed	Comment	187.28	180.87	122.84	97.11	95.00	645.83	820.86	18357937
	01				FRIES, SARA L (001501 - Emp)								
EP22-00386					Classroom Supplies								187.28
	63				GRIFFEN, MATTHEW R (001535 - Emp)								
EP22-00387					Mileage 5/24 - 6/9								92.95
EP22-00388					Mileage 6/10 - 6/20								87.92
	63				RAMOS CORTES, MARCO A (001471 - Emp)								
EP22-00390					Dispatch Mileage 6/2 - 6/13								64.93
EP22-00391					Dispatch Mileage 6/15 - 6/28								57.91
	63				STARKWEATHER, MATTHEW A (001214 - Emp)								
EP22-00389					Mileage 6/8 - 6/29								97.11
	01				ALPHA ANALYTICAL LABS INC (ALPHAA/1)								
2065052-MENUUSD					Open P.O. Water Testing								40.00
2065205-MENUUSD					Open P.O. Water Testing								55.00
	01				SYNCFI/AMAZON (AMAZON/2)								
112-3765059-0503403					Face Masks for Bus Drivers and Students								107.55
112-6418719-7725057					Biohazard Bags for Covid Testing								23.72
446665995436					File Folders								26.60
466996359895					Water Filter Replacement Filter								25.88
469487885974					Classroom Supplies								8.60
586584985487					Open PO for Maintenance Items								23.73
594468863887					Classroom Supplies								51.72
635344594936					Open PO for Maintenance Items								186.90
6633947773945					Open PO for Various Supplies								25.84
675698459355					Open PO for Maintenance Items								14.51
844377589397					Open PO for Various Supplies								70.59
889986399366					Open PO for Maintenance Items								29.54
934735737779					Office Supplies								50.65
	01				AT&T (AT&TC3/2)								
18357937					Telephone Services								106.84
													185.75
													21.19
													237.79
													63.45
													80.80
													19.86
18358276					Telephone Services								63.58
18358277					Telephone Services								21.74
													19.86

Payment Id	Comment	Check Amt	Status	Cleared	BRS MEDIA INC./IRRP/NET (BRSMED/1)	WASTE MANAGEMENT-JKIAH (0EMPWM/2)	FRANCOTYP-POSTALIA, INC. (FPMAL/1)	MENDOCINO COAST CLINICS INC (MCOCLI/1)	ROSSI BUILDING MATERIALS (ROSSIB/1)	SOLID WASTE OF WILLITS INC (SOLIDWI/1)	STREAKWAVE (STREAK/1)	XIO INC. (XIOINC/1)
Check # 738920	63	5,000.00	Cleared	5,000.00	63-0000-0-5800-001-0000-6000-0000							
MCN ORG 6-29-22	Services											
Check # 738921	01	2,939.58	Cleared	2,939.58								
2031-2561-2	Garbage Collection				01-0000-0-5540-150-0000-8200-0000							
2032-2561-0	Garbage Collection				01-0000-0-5540-220-0000-8200-0000							
2039-2561-5	Garbage Collection				01-0000-0-5540-001-0000-8200-0000							
2754069-2561-8	Garbage Collection				01-0000-0-5540-221-0000-8200-0000							
Check # 738922	01	119.58	Cleared	119.58	01-0000-0-5540-246-0000-8200-0000							
R1105367644	Postage Meter Rental				01-0000-0-5600-001-0000-7200-0000							
Check # 738923	01	40.00	Cleared	40.00								
100000006538JUNE2022	TB Assessments, Emily and Erin				01-0000-0-5812-001-0000-7200-0000							
Check # 738924	63	14.69	Cleared	14.69								
2206-247482	Open PO for Supplies				63-0000-0-4300-001-0000-6000-0000							
Check # 738925	12	65.14	Cleared	65.14								
05-229943-1 JUNE2022	Waste Disposal at Greenwood				12-6105-0-5540-222-7110-8200-0000							
Check # 738926	63	1,005.00	Cleared	1,005.00								
1030392	Supplies				63-0000-0-4300-001-0000-6000-0000							
Check # 738927	01	459.00	Cleared	459.00	63-0000-0-4300-001-0000-6000-0000							
20122230	Water Quality Monitoring				01-8150-0-5800-001-0000-8110-0000							
Number of Items	15	11,792.78		Totals for Register 000219								

2023 FUND-OBJ Expense Summary / Register 000219

01-5600	119.58	
01-5800	459.00	
01-9110*		5,147.12-
01-9500*	4,568.54	
Totals for Fund 01	5,147.12	5,147.12-
12-9110*		128.72-
12-9500*	128.72	
Totals for Fund 12	128.72	128.72-
63-5800	5,000.00	
63-9110*		6,516.94-

2023 FUND-OBJ Expense Summary / Register 000219 (continued)

63-9500*	1,516.94	
Totals for Fund 63	6,516.94	6,516.94-
Totals for Register 000219	11,792.78	11,792.78-

2022 FUND-OBJ Summary / Register 000219

01-4300	736.68	
01-5540	2,939.58	
01-5800	95.00	
01-5812	40.00	
01-5903	757.28	
01-9502*	4,568.54	4,568.54-
Totals for Fund 01	4,568.54	4,568.54-

12-5540	65.14	
12-5903	63.58	
12-9502*	128.72	128.72-
Totals for Fund 12	128.72	128.72-

63-4300	1,195.26	
63-5200	400.82	
63-9502*	1,516.94	1,516.94-
63-9550*	79.14	79.14-
Totals for Fund 63	1,596.08	1,596.08-

Total for Fiscal Year 2022	6,293.34	6,293.34-
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01-5600	119.58	
01-5800	459.00	
01-9110*	5,147.12	5,147.12-
01-9500*	4,568.54	4,568.54-
Totals for Fund 01	5,147.12	5,147.12-

12-9110*	128.72	128.72-
12-9500*	128.72	128.72-
Totals for Fund 12	128.72	128.72-

63-5800	5,000.00	
63-9110*	6,516.94	6,516.94-
63-9500*	1,516.94	1,516.94-

Totals for Fund 63	6,516.94	6,516.94-
Total for Fiscal Year 2023	11,792.78	11,792.78-
Totals for Register 000219	18,086.12	18,086.12-

* denotes System Generated entry

Net change to Cash 9110 11,792.78-Credit

ReqPay04b

Check Register with Accounts

Register 000220 - 07/14/2022

Bank Account COUNTY - AP Checks

Payment Id	Comment	Check #	Check Amt	Status	Cleared	58.50	150.00	129.39	6,100.00	95.00	979.64	117.50	1,085.18	1,545.00	3,651.57	93.69	1,438.16	63.66	545.20	483.18	107.29	23.25	215.58	1,322,170.34	
EP22-00393	Mileage 6/22 -6/29	739204		Cleared																					
EP22-00392	Food Card for Sunrise Student	739205		Cleared																					
EP23-00002	Summer School Supplies	739206		Cleared																					
MUSD 03-12	MHS Construction Administration	739207		Cleared																					
MUSD 04-02	MHS Construction Administration			Cleared																					
2065050-MENUSD	Open P.O. Water Testing			Cleared																					
2065204-MENUSD	Open P.O. Water Testing			Cleared																					
AJ07652389	iPads for K8	739209		Cleared																					
DP23-00003	Vision Claims 7/4 - 7/8	739210		Cleared																					
BWUS10602009	Open Purchase Order for Telephone Services	739211		Cleared																					
JUNE 2022	Water Testing, Treatment	739212		Cleared																					
1343111	Open PO for Classified Advertising	739213		Cleared																					
R1105376990	Blanket P.O. for Postage Meter			Cleared																					
49062 JUNE 2022	EOY Staff Gathering			Cleared																					
49494 JUNE 2022	Maintenance, Transportation, Cafeteria Supplies			Cleared																					
49495 JUNE 2022	MCHS Retreat Food			Cleared																					
49496 JUNE 2022	Custodial Supplies			Cleared																					
JUNE 2022 49495	Culinary and Office Supplies			Cleared																					
6-30-22	Phase 1 High School Construction	739216		Cleared																					

Payment Id	Comment	Check Amt	2,192.52	Status	Cleared	MENDOCINO CITY COMM. SERV'S (MCITYC/1)	709.92
Check # 739217							
R09098	Sewer Service				01-0000-0-5530-001-0000-8200-0000	121.44	
R09218	Sewer Service				01-0000-0-5530-001-0000-8200-0000	1,021.11	
R09245	Sewer Service				01-0000-0-5530-001-0000-8200-0000	95.13	
R09251	Sewer Service				01-0000-0-5530-001-0000-8200-0000	244.92	
R09370	Sewer Service				01-0000-0-5530-001-0000-8200-0000		
Check # 739218		14,750.00		Status	Cleared	PHILIP MORTON INSPECTION (PHILIP/1)	
JUNE 2022	High School Modernization Phase 1		76.19	Status	Cleared	ROSSI BUILDING MATERIALS (ROSSIB/1)	14,750.00
Check # 739219							
2206-258076	Maintenance Supplies				01-8150-0-4300-001-0000-8110-0000	76.19	
Check # 739220			50.00	Status	Cleared	SCHOOL FACILITY CONSULTANTS (SCHFAC/1)	
0018285	Consulting				21-9010-0-5800-150-0000-8500-9911	50.00	
Check # 739221			500.00	Status	Cleared	SCHOOL INNOVATION & ACHIEVEMNT ATTN ACCTS RECEIVABLE (SCHINN/2)	
0139790-IN	SARC Services 2022-23				01-0000-0-5800-001-0000-7200-0000	500.00	
Check # 739222			76.44	Status	Printed	SCOE (00SCOE/1)	
IN23-00032	PANs for Registration Packets				01-0000-0-4300-001-0000-7200-0000	76.44	
Check # 739223			103,495.00	Status	Cleared	SISC MEDICAL (SISCME/1)	
JULY 22-23	Medical Insurance				01-0000-0-9514-000-0000-0000-0000	103,495.00	
Check # 739224			49.00	Status	Cleared	CA DEPT OF JUSTICE (STOFCZ/1)	
590109	Fingerprinting				01-0000-0-5814-001-0000-7200-0000	49.00	
Check # 739225			247.50	Status	Cleared	U.S. CELLULAR (USCELL/1)	
0517915340	High School Hot Spots, Final Bill				01-0000-0-5900-001-1110-2420-9890	247.50	
Check # 739226			3,193.76	Status	Cleared	US BANK CORPORATE PAYMENT SYS (USBANK/2)	
DP22-00342	Credit for Returned Software				01-0740-0-5800-001-0000-3600-0000	482.14-	
DP22-00343	Snacks for MTA Negotiations				01-0000-0-4300-001-0000-7200-0000	45.67	
DP22-00344	Superintendents Meeting Hotel				01-0000-0-5200-001-0000-7150-0000	224.18	
DP22-00345	Historical Record Search, Greenwood				14-0000-0-5800-222-0000-8110-0680	577.41	
DP22-00346	Student Internet, Multiple Families				01-0000-0-5900-001-0000-2420-9987	1,485.54	
DP22-00347	EOY Staff Gathering				01-0000-0-4300-001-0000-7200-0000	573.10	
I-0000212921	Bus Repair Software				01-0740-0-5800-001-0000-3600-0000	770.00	
Check # 739227			337.23	Status	Cleared	VERIZON WIRELESS (VERIZO/1)	
9499324530	Phone Services				01-0000-0-5902-001-0000-7150-0000	126.70	
					01-1100-0-5902-220-0000-2420-6500	15.61-	
					01-8150-0-5902-001-0000-8110-0000	40.56	
					63-0000-0-5902-001-0000-6000-0000	185.58	
Check # 739228			25.50	Status	Cleared	WHISPERING PINES WATER (WHISPE/2)	

Payment Id Comment

Check # 739228 63 Check Amt 25.50 Status Cleared WHISPERING PINES WATER (WHISPE/2) - continued 25.50
 20220630 MCN Drinking Water 63- 0000- 0- 5500- 001- 0000- 6000- 0000

Number of Items	25	1,462,607.11	Totals for Register 000220
2023 FUND-OBJ Expense Summary / Register 000220			
01-4300	205.83		
01-5800	500.00		
01-9110*		117,393.41-	
01-9500*	13,192.58		
01-9514	103,495.00		
Totals for Fund 01	117,393.41	117,393.41-	577.41-
14-9110*			
14-9500*	577.41		
Totals for Fund 14	577.41	577.41-	577.41-
21-9110*			
21-9500*	1,343,070.34		
Totals for Fund 21	1,343,070.34	1,343,070.34-	1,448.45-
63-5904	93.69		
63-9110*		1,448.45-	
63-9500*	1,354.76		
Totals for Fund 63	1,448.45	1,448.45-	117.50-
69-5800	117.50		
69-9110*			
Totals for Fund 69	117.50	117.50-	117.50-
Totals for Register 000220	1,462,607.11	1,462,607.11-	

2022 FUND-OBJ Summary / Register 000220			
01-4300	2,263.12		
01-4400	979.64		
01-5200	224.18		
01-5530	2,192.52		
01-5800	1,927.86		
01-5811	3,651.57		

2022 FUND-OBJ Summary / Register 000220 (continued)

01-5814	49.00		
01-5900	1,733.04		
01-5902	151.65		
01-9502*		13,192.58-	
Totals for Fund 01	13,192.58	13,192.58-	
14-5800	577.41		
14-9502*			577.41-
Totals for Fund 14	577.41		577.41-
21-5800	6,150.00		
21-6200	1,336,920.34		
21-9502*		1,343,070.34-	
Totals for Fund 21	1,343,070.34		1,343,070.34-
63-5200	58.50		
63-5500	25.50		
63-5902	185.58		
63-5903	1,085.18		
63-9502*		1,354.76-	
Totals for Fund 63	1,354.76		1,354.76-
Total for Fiscal Year 2022	1,358,195.09		1,358,195.09-
01-4300	205.83		
01-5800	500.00		
01-9110*		117,393.41-	
01-9500*	13,192.58		
01-9514	103,495.00		
Totals for Fund 01	117,393.41		117,393.41-
14-9110*			577.41-
14-9500*	577.41		
Totals for Fund 14	577.41		577.41-
21-9110*		1,343,070.34-	
21-9500*	1,343,070.34		
Totals for Fund 21	1,343,070.34		1,343,070.34-
63-5904	93.69		
63-9110*			1,448.45-

2023 FUND-OBJ Summary / Register 000220 (continued)

63-9500*	1,354.76	
Totals for Fund 63	1,448.45	1,448.45-
69-5800	117.50	
69-9110*		117.50-
Totals for Fund 69	117.50	117.50-
Total for Fiscal Year 2023	1,462,607.11	1,462,607.11-
Totals for Register 000220	2,820,802.20	2,820,802.20-

* denotes System Generated entry

Net change to Cash 9110 1,462,607.11-Credit

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Payment Id	Check #	Check Amt	Status	Printed	Comment	Check Amt
	01	92.35	Cleared		BAILEY, REBECCA L (000268 - Emp)	92.35
EP23-00005					Reissue Check # 176722	
	01	101.74	Cleared		FREDERICK, AIMEE J (001541 - Emp)	101.74
EP23-00003					Summer School Supplies	
	01	20.62	Cleared		YOLLES, TRAVIS A (001531 - Emp)	20.62
EP23-00004					Comptche Maintenance Mileage	
	01	65.00	Cleared		CALIFORNIA DEPT OF TAX AND FEE (CALTAX/3)	65.00
06-30-22					Diesel Fuel Tax	
Check # 739580	12	229.38	Cleared		ELK CO. WATER DISTRICT (ELKCOW/1)	229.38
22442					Water Monitoring, Greenwood	
Check # 739581	01	547.99	Cleared		FERRELL GAS (FERREL/1)	547.99
1119836378					Heating Fuel, Multiple Sites	
Check # 739582	01	152.01	Cleared		FRANCOTYP-POSTALIA, INC. (FPMAIL/1)	152.01
RI105377944					Ink Cartridges for Postage Meter	
Check # 739583	01	365.05	Cleared		PG&E (00PG&E/1)	365.05
0483535710 JUNE2022					Electricity for District	
					01-0000-0-5510-001-0000-8200-0000	278.23
					01-0000-0-5510-006-0000-8200-0000	131.60
					01-0000-0-5510-150-0000-8200-0000	190.27
					01-0000-0-5510-220-0000-8200-0000	9.72
					01-0000-0-5510-221-0000-8200-0000	5.19
					01-0000-0-5510-223-0000-8200-0000	2.33
					01-0000-0-5510-246-0000-8200-0000	98.96
					01-0740-0-5510-001-0000-8200-0000	16.26
					12-6105-0-5510-222-7110-8200-0000	13.03
Check # 739584	01	2,267.37	Cleared		US BANK CORPORATE PAYMENT SYS (USBANK/2)	2,267.37
132913					Earth Dome Presentation	
DP22-00348					EOY Pizza Party	
DP22-00349					EOY Pizza Party	
DP22-00350					PE Equipment	
DP22-00351					EOY Mini Golf	
Check # 739585	01	406.44	Cleared		WAXIE SANITARY SUPPLY (009737/1)	406.44
81025049					Custodial Supplies	
Check # 739586	01	1,988.75	Cleared		XEROX CORPORATION (XEROXC/2)	1,988.75
016593938					Copy Machine Rental	
016593939					Copy Machine Rental	
016593940					Copy Machine Rental	
					01-0000-0-5600-155-0000-2700-0000	156.27
					01-0000-0-5600-220-0000-2420-0000	173.28
					01-0000-0-5600-150-0000-2420-0000	171.01

Payment Id Comment

Check #	739586	01	Check Amt	1,988.75	Status	Cleared	XEROX CORPORATION (XEROXC/2) - continued	
016593941			Copy Machine Rental			01-0000-0-5600-001-0000-7200-0000		256.68
016593942			Copy Machine Rental			01-0000-0-5600-150-0000-2700-0000		248.45
016593943			Copy Machine Rental			01-0000-0-5600-220-0000-2700-0000		831.36
016593944			Copy Machine Rental			01-0000-0-5600-246-0000-2700-0000		50.91
016593945			Copy Machine Rental			01-0000-0-5600-221-0000-2700-0000		50.77
016593946			Copy Machine Rental			12-6105-0-5600-222-7110-1000-0000		50.02
Check #	739587	01	Check Amt	369.00	Status	Cleared	XIO INC. (XIOINC/H)	
201209393			Water Quality Monitoring			01-8150-0-5800-001-0000-8110-0000		369.00

Number of Items

12

6,605.70

Totals for Register 000221

2023 FUND-OBJ Expense Summary / Register 000221

01-4300	660.19
01-5200	20.62
01-5800	1,395.00
01-8699	92.35
01-9110*	6,313.27-
01-9500*	4,145.11
Totals for Fund 01	6,313.27
12-5530	229.38
12-9110*	292.43-
12-9500*	63.05
Totals for Fund 12	292.43
Totals for Register 000221	6,605.70

2022 FUND-OBJ Summary / Register 000221

01-4300	657.37
01-5510	352.02
01-5520	547.99
01-5600	1,938.73
01-5800	649.00
01-9502*	4,145.11-
Totals for Fund 01	4,145.11
12-5510	13.03

2022 FUND-OBJ Summary / Register 000221 (continued)

12-5600	50.02		
12-9502*		63.05	63.05
Totals for Fund 12	63.05	63.05	63.05
Total for Fiscal Year 2022	4,208.16		4,208.16
01-4300	660.19		
01-5200	20.62		
01-5800	1,395.00		
01-8699	92.35		
01-9110*			6,313.27
01-9500*	4,145.11		
Totals for Fund 01	6,313.27		6,313.27
12-5530	229.38		
12-9110*			292.43
12-9500*	63.05		
Totals for Fund 12	292.43		292.43
Total for Fiscal Year 2023	6,605.70		6,605.70
Totals for Register 000221	10,813.86		10,813.86

* denotes System Generated entry

Net charge to Cash 9110 6,605.70- Credit

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Payment Id	Check #	Check Amt	Status	Printed	Comment
	63	20.81	Printed		MONTANA JONES (MONTANA JON - Payee)
DP23-00004					Refund of Prepaid Email Services
Check # 740032	01	31.12	Status Printed		63-0000-0-5800-001-0000-6000-0000 AUM, WINDSPIRIT (001450 - Emp)
EP22-00395					Board Meeting Mileage
Check # 740033	63	105.12	Status Printed		01-0000-0-5200-001-0000-7110-0000 GRIFFEN, MATTHEW R (001535 - Emp)
EP23-00007					Dispatch Mileage 7/1 - 7/11
Check # 740034	01	113.72	Status Printed		63-0000-0-5200-001-0000-6000-0000 SCHAEFFER, MICHAEL M (000199 - Emp)
EP22-00394					Board Meeting Mileage
Check # 740035	01	541.00	Status Printed		01-0000-0-5200-001-0000-7110-0000 ARROW BENEFITS GROUP (009731/1)
23267					Dental and Vision Benefits
Check # 740036	63	2,320.70	Status Printed		01-0000-0-9514-000-0000-0000-3498 01-0000-0-9514-000-0000-0000-3499 AT&T (00AT&T/1)
2505641701					Telephone Services
Check # 740037	63	220.44	Status Printed		63-0000-0-5903-001-0000-6000-0000 AT&T (00AT&T/2)
707937-4049653907-22					Telephone Services
Check # 740038	01	800.00	Status Printed		63-0000-0-5903-001-0000-6000-0000 SJCOE/CEDR (EDJOIN/2)
212209					Advertising Account Fee 2/2/23
Check # 740039	25	54,303.46	Status Printed		01-0000-0-5811-001-0000-7200-0000 FORT BRAGG ELECTRIC INC (FBELEC/1)
J000590-J000592					Generators for Comptche, Elk, and Albion
Check # 740040	01	2,400.00	Status Printed		25-9011-0-6400-221-0000-8500-2090 25-9011-0-6400-222-0000-8500-2090 25-9011-0-6400-246-0000-8500-2090 HB&T ENVIRONMENTAL INC (HB&TEN/1)
22-5766					AHERA Inspections
Check # 740041	63	300.00	Status Printed		01-8150-0-5800-001-0000-8110-0000 HELEN & CO. ADVERTISING, INC. (HELEN&/1)
7733					Advertising on MTA
Check # 740042	01	874.29	Status Cleared		63-0000-0-5811-001-0000-6000-0000 KONE INC (KONEIN/2)
962252233					Elevator Servicing
Check # 740043	01	100.01	Status Cleared		01-8150-0-5800-001-0000-8100-2099 PG&E (00PG&E/1)
8658020613-2JUNE2022					Electricity for District
Check # 740044	63	3,077.92	Status Printed		01-0000-0-5510-246-0000-8200-0000 SUMO FIBER (SUMOFI/1)
387699					Phone Services
Check # 740045	01	924.27	Status Printed		63-0000-0-5903-001-0000-6000-0000 SUN LIFE FINANCIAL (SUNLIF/1)
AUGUST 22-23					Employee Life Insurance
Check # 740046	63	2,984.32	Status Printed		01-0000-0-9514-000-0000-0000-0000 TPX COMMUNICATIONS (TPXCOM/1)

Payment Id	Comment	Check #	Check Amt	Status	Printed	TPX COMMUNICATIONS (TPXCOM/1) - continued	2,984.32
158629442-0	Phone Services	63				63-0000-0-5903-001-0000-6000-0000	2,984.32
Check # 740047		63	4,471.93	Status	Printed	US BANK CORPORATE PAYMENT SYS (USBANK/2)	
03453-26110847	Canva					63-0000-0-5811-001-0000-6000-0000	12.99
0611884-IN	Specialized Services					63-0000-0-5811-001-0000-6000-0000	20.32
100102250715451	Quickbooks Accounting Software					63-0000-0-5300-001-0000-6000-0000	549.99
2030423	Cables for Less					63-0000-0-4300-001-0000-6000-0000	175.96
						63-0000-0-4300-001-0000-6000-0000	11.49
439764882	Specialized Services					63-0000-0-5800-001-0000-6000-0000	294.02
511855156	Telephone Service					63-0000-0-5903-001-0000-6000-0000	108.73
5233322060117421-990	Facebook Advertising					63-0000-0-5811-001-0000-6000-0000	101.86
7863	Telephone Services					63-0000-0-5903-001-0000-6000-0000	412.51
8E29F3D2-0001	Fusion PBX					63-0000-0-5300-001-0000-6000-0000	500.00
902205111070	idotznet					63-0000-0-5800-001-0000-6000-0000	1,000.00
902205241181	idotznet					63-0000-0-5800-001-0000-6000-0000	1,000.00
93803790J5678290A	Specialized Services					63-0000-0-5800-001-0000-6000-0000	38.00
DP22-00352	Loom Subscription, Rose Meuschke					01-0000-0-5800-220-1110-1000-9987	96.00
DP22-00353	Dispute Rejected by US Bank					01-0794-0-4300-150-0000-2700-0000	161.55
Check # 740048		63	2,085.66	Status	Cleared	WALKER AND ASSOCIATES INC (WALKE1/2)	
IN01064903	DSL Modems					63-0000-0-4300-001-0000-6000-0000	2,085.66
Check # 740049		63	110.30	Status	Printed	Thryv (0000YP/1)	
800438395 JULY2022	Yellow Pages Advertising					63-0000-0-5811-001-0000-6000-0000	110.30

Number of Items 19 75,785.07 Totals for Register 000222

2023 FUND-OBJ Expense Summary / Register 000222	
01-5800	874.29
01-5811	800.00
01-9110*	6,041.96-
01-9500*	2,902.40
01-9514	1,465.27
Totals for Fund 01	6,041.96
25-9110*	54,303.46-
25-9500*	54,303.46
Totals for Fund 25	54,303.46
63-4300	2,085.66
63-5200	105.12

2023 FUND-OBJ Expense Summary / Register 000222 (continued)

63-5800	20.81	
63-5811	410.30	
63-5903	5,525.46	
63-9110*		15,439.65-
63-9500*	7,292.30	
Totals for Fund 63	15,439.65	15,439.65-
Totals for Register 000222	75,785.07	75,785.07-

2022 FUND-OBJ Summary / Register 000222

01-4300	161.55	
01-5200	144.84	
01-5510	100.01	
01-5800	2,496.00	
01-9502*		2,902.40-
Totals for Fund 01	2,902.40	2,902.40-
25-6400	54,303.46	
25-9502*		54,303.46-
Totals for Fund 25	54,303.46	54,303.46-
63-4300	187.45	
63-5300	1,049.99	
63-5800	2,332.02	
63-5811	135.17	
63-5903	3,599.16	
63-9502*		7,292.30-
63-9550*		11.49-
Totals for Fund 63	7,303.79	7,303.79-
Total for Fiscal Year 2022	64,509.65	64,509.65-
01-5800	874.29	
01-5811	800.00	
01-9110*		6,041.96-
01-9500*	2,902.40	
01-9514	1,465.27	
Totals for Fund 01	6,041.96	6,041.96-

2023 FUND-OBJ Summary / Register 000222 (continued)

25-9110*		54,303.46	54,303.46-
25-9500*		54,303.46	54,303.46-
Totals for Fund 25		54,303.46	54,303.46-
63-4300	2,085.66		
63-5200	105.12		
63-5800	20.81		
63-5811	410.30		
63-5903	5,525.46		15,439.65-
63-9110*			
63-9500*	7,292.30		
Totals for Fund 63	15,439.65		15,439.65-
Total for Fiscal Year 2023	75,785.07		75,785.07-
Totals for Register 000222	140,294.72		140,294.72-

* denotes System Generated entry

Net change to Cash 9110 75,785.07 - Credit

Payment Id	Check #	Check Amt	Comment	Status	Printed	245.52	581.10	57.26	75.00	214.94	106.25	5,600.00	260.00	1,800.53	372.16	884.81	18502898
	01		FREELING, LINDA F (000072 - Emp)														
EP23-00009			Summer School Books and Supplies														245.52
	01		FRIES, SARA L (001501 - Emp)														
EP23-00012			Summer School Supplies														581.10
	01		JOHNSTON, AMY E (000275 - Emp)														
EP23-00008			Summer School Supplies														57.26
	01		MEYER LANCE, KAMALA (000115 - Emp)														
EP23-00010			Ukiah Mileage														75.00
	01		MORAN, JOHN R (001428 - Emp)														
EP23-00011			Mural Supplies														214.94
	01		MORSE, JASON J (000146 - Emp)														
EP23-00013			Healdsburg Mileage														106.25
	21		ALAMEIDA ARCHITECTURE (ALAMEI/1)														
EP23-00013			Healdsburg Mileage														106.25
	21		ALAMEIDA ARCHITECTURE (ALAMEI/1)														
MUSD 04-03			MHS Construction Administration														5,600.00
	01		ALPHA ANALYTICAL LABS INC (ALPHA/1)														
2074624-MENUUSD			Open P.O. Water Testing														100.00
	01		ALPHA ANALYTICAL LABS INC (ALPHA/1)														
2074625-MENUUSD			Open P.O. Water Testing														160.00
	13		SYNCB/AMAZON (AMAZON/2)														
435495784946			Pots, Pans, Storage Bins														72.80
	01		ALPHA ANALYTICAL LABS INC (ALPHA/1)														
447849447588			Racks for Refrigerator														592.16
	01		ALPHA ANALYTICAL LABS INC (ALPHA/1)														
447993879676			Pots, Pans, Storage Bins														642.37
	01		ALPHA ANALYTICAL LABS INC (ALPHA/1)														
6349888949986			5 Shelf Storage Unit														144.54
	01		ALPHA ANALYTICAL LABS INC (ALPHA/1)														
653677939877			File Folders														13.30
	01		ALPHA ANALYTICAL LABS INC (ALPHA/1)														
737688448648			Racks for Refrigerator														185.52
	01		ALPHA ANALYTICAL LABS INC (ALPHA/1)														
793597477893			Open PO for Various Supplies														75.46
	01		ALPHA ANALYTICAL LABS INC (ALPHA/1)														
988496948378			Open PO for Various Supplies														74.38
	01		APPLE INC (APPLEC/2)														
AJ17269842			Laptops for Grinberg, Eastman, Drayer														99.24
	01		APPLE INC (APPLEC/2)														
AJ17466721			Computer for Cecilia Jimenez														198.49
	01		AT&T (AT&TC3/2)														74.43
18502898			Telephone Services														113.75
	01		AT&T (AT&TC3/2)														
	01		APPLE INC (APPLEC/2)														199.54
	01		APPLE INC (APPLEC/2)														22.72
	01		APPLE INC (APPLEC/2)														256.05
	01		APPLE INC (APPLEC/2)														67.81

Payment Id	Comment	Check #	Check Amt	Status	Printed	AT&T (AT&TC3/2) - continued	
18502898	Telephone Services	01	884.81	Printed	01-0000-0-5903-246-0000-2700-0000		86.56
					01-0740-0-5903-001-0000-3600-0000		22.72
					12-6105-0-5903-222-7110-8200-0000		69.67
18503237	Telephone Services				01-0000-0-5903-150-0000-2700-0000		23.27
18503238	Telephone Services				01-0000-0-5903-220-0000-2700-0000		22.72
Check # 740368	BRUNSON ASSOCIATES INC (BRUNSI/1)	21	2,173.75	Printed			
4229	May Services				21-9010-0-5800-150-0000-8500-9913		2,173.75
Check # 740369	CANCLINI TV & APPLIANCE (CANCLI/1)	13	3,261.95	Printed			
927805	Stove and Refrigerator				13-7028-0-4400-001-0000-3700-0000		3,261.95
Check # 740370	EUREKA OXYGEN COMPANY INC (EUREKA/1)	01	955.00	Printed			
476454	Fire Extinguisher Maintenance				01-8150-0-5800-150-0000-8110-0000		315.00
476455	Fire Extinguisher Maintenance				01-8150-0-5800-220-0000-8110-0000		450.00
476456	Fire Extinguisher Maintenance				01-8150-0-5800-001-0000-8110-0000		190.00
Check # 740371	FOLLETT SCHOOL SOLUTIONS INC (FOLSCH/1)	01	931.06	Printed			
1480705	K8 Library Catalog Program				01-0795-0-5800-220-0000-2420-0000		931.06
Check # 740372	MOBILE MODULAR MANAGEMENT CORP (MOBILM/1)	21	52,788.00	Printed			
2304439	Modular Bathroom				21-9010-0-5600-150-0000-8700-9911		24,468.00
2304461	Modular Classrooms				21-9010-0-5600-150-0000-8700-9911		28,320.00
Check # 740373	NCSIG (NCSIG/1)	01	7,579.75	Printed			
07-01-22	Excess Cyber Coverage Insurance				01-0000-0-5450-001-0000-7200-9990		7,579.75
Check # 740374	PG&E (00PG&E/1)	01	8,660.16	Printed			
4668452137-3JUNE2022	Electricity for District				01-0000-0-5510-001-0000-8200-0000		1,183.47
					01-0000-0-5510-150-0000-8200-0000		4,793.26
					01-0000-0-5510-220-0000-8200-0000		65.20
					01-0000-0-5510-221-0000-8200-0000		561.84
					01-0000-0-5510-223-0000-8200-0000		28.12
					01-0740-0-5510-001-0000-8200-0000		768.12
					12-6105-0-5510-222-7110-8200-0000		1,260.15
Check # 740375	PG&E (00PG&E/1)	01	1,395.88	Printed			
6906412483-4JULY2022	Electricity for District				01-0000-0-5510-006-0000-8200-0000		1,395.88
Check # 740376	PROMEVO LLC (PROME/2)	01	10,331.58	Printed			
197166	40 Chromebooks for K8				01-0000-0-4400-220-0000-2420-1171		10,331.58
Check # 740377	REDWOOD COAST FUELS (RWCOAS/1)	01	776.91	Printed			
1355138	Diesel and Regular Fuel for Vehicles and Heating				01-0740-0-4361-001-0000-3600-0000		3,200.34
1355138CREDIT	Diesel and Regular Fuel for Vehicles and Heating				01-0740-0-4361-001-0000-3600-0000		2,423.43-

Register 000223 - 08/04/2022

Bank Account COUNTY - AP Checks

Payment Id Comment

Check # 740378	21	Check Amt	6,631.73	Status	Printed	RINCON CONSULTANTS INC. (RINCOCK/1)	6,631.73
41011		HS Bond Project			21- 9010- 0- 5800- 150- 0000- 8500- 9911		
Check # 740379	01	Check Amt	5.39	Status	Printed	US BANK CORPORATE PAYMENT SYS (USBANK/2)	
DP22-00354		Late Pay fee, High School			01- 0794- 0- 5800- 150- 0000- 2700- 0000		5.39

Number of Items 23 **Totals for Register 000223** 105,688.73

2023 FUND-OBJ Expense Summary / Register 000223

01-4300	1,112.12						
01-4400	10,703.74						
01-5200	181.25						
01-5450	7,579.75						
01-5510	1,395.88						
01-5800	2,146.06						
01-5903	815.14						
01-9110*						32,116.25-	
01-9500*	8,182.31						
Totals for Fund 01	32,116.25					32,116.25-	
12-5903	69.67						
12-9110*						1,329.82-	
12-9500*	1,260.15						
Totals for Fund 12	1,329.82					1,329.82-	
13-4300	144.54						
13-4400	4,754.80						
13-9110*						4,899.34-	
Totals for Fund 13	4,899.34					4,899.34-	
21-5600	52,788.00						
21-5800	14,405.48						
21-9110*						67,193.48-	
Totals for Fund 21	67,193.48					67,193.48-	
63-4300	149.84						
63-9110*						149.84-	
Totals for Fund 63	149.84					149.84-	
Totals for Register 000223	105,688.73					105,688.73-	

2022 FUND-OBJ Summary / Register 000223 (continued)

2022 FUND-OBJ Summary / Register 000223	
01-4361	776.91
01-5510	7,400.01
01-5800	5.39
01-9502*	8,182.31-
Totals for Fund 01	8,182.31
12-5510	1,260.15
12-9502*	1,260.15-
Totals for Fund 12	1,260.15
Total for Fiscal Year 2022	9,442.46
01-4300	1,112.12
01-4400	10,703.74
01-5200	181.25
01-5450	7,579.75
01-5510	1,395.88
01-5800	2,146.06
01-5903	815.14
01-9110*	32,116.25-
01-9500*	8,182.31
Totals for Fund 01	32,116.25
12-5903	69.67
12-9110*	1,329.82-
12-9500*	1,260.15
Totals for Fund 12	1,329.82
13-4300	144.54
13-4400	4,754.80
13-9110*	4,899.34-
Totals for Fund 13	4,899.34
21-5600	52,788.00
21-5800	14,405.48
21-9110*	67,193.48-
Totals for Fund 21	67,193.48

2023 FUND-OBJ Summary / Register 000223 (continued)

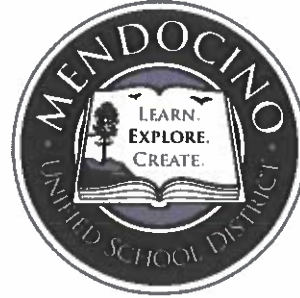
63-4300	149.84	
63-9110*		149.84-
Totals for Fund 63	149.84	149.84-
Total for Fiscal Year 2023	105,688.73	105,688.73-
Totals for Register 000223	115,131.19	115,131.19-

* denotes System Generated entry

Net change to Cash 9110 105,688.73- Credit

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Mendocino Unified School District



MINUTES

Regular Board Meeting

JUNE 14, 2022

**MENDOCINO K-8 SCHOOL
44261 LITTLE LAKE ROAD
MENDOCINO, CA 95460**

**CLOSED SESSION WILL BE IMMEDIATELY FOLLOWING OPEN SESSION
-VIA TELECONFERENCE**

(Closed Session Public Hearing - link on page 2)

**5:00 P.M. OPEN SESSION – IN PERSON at K8
& VIA TELECONFERENCE**

Join Zoom Meeting

<https://us02web.zoom.us/j/88070766084?pwd=WlZqcE1Uc3ZXdndWckR2VGRvWE0xUT09>

Meeting ID: 880 7076 6084 Passcode: 026509

Dial by your location +1 669 900 9128 US (San Jose)

Meeting ID: 880 7076 6084 Passcode: 026509

Please "mute" your device during the meeting.

Board Priorities

- *Develop and expand community partnerships and communication*
- *Increase learning and achievement for all students, families, and staff*
- *Plan wisely for the future while maintaining fiscal integrity*
- *Maintain and improve the physical plant*

Any writings distributed either as part of the Board packet, or within 72 hours of a meeting, can be viewed at the District Office: 44141 Little Lake Road, Mendocino, CA 95460. Board backup materials are also located on the MUSD website at <http://www.mendocinoused.org/District/2285-Untitled.html>

In compliance with Government Code section 54954.2(a) Mendocino Unified School District will, on request, make agendas available in appropriate alternative formats to persons with a disability, as required by Section 202 of the Americans with Disabilities Act of 1990 (42 U.S.C. Sec. 12132), and the federal rules and regulations adopted in implementation thereof. Individuals who need this agenda in an alternative format or who need a disability related modification or accommodation in order to participate in the meeting should contact, Erin Placido Exec. Assistant to the Superintendent, in writing at P.O. Box 1154, Mendocino, CA 95460 or via email at doerin@mcn.org.

MENDOCINO UNIFIED SCHOOL DISTRICT IS PROUD TO BE AN EQUAL OPPORTUNITY EMPLOYER

1. TBD, CLOSED SESSION CALL TO ORDER AND ROLL CALL

- 1.1. Call to order and roll call

Closed session was called to order at 7:50 PM.

- 1.2. The President will verbally identify the agenda items to be discussed during closed session as listed below.

The President verbally identified the agenda items to be discussed.

2. PUBLIC HEARING FOR CLOSED SESSION

Members of the public may take this opportunity to comment on closed session agenda items per Board Policy 9322. Under the requirements of the Brown Act open meeting law, members of the community wishing to address an item on the closed session agenda may do so at this time. Items not on the agenda cannot be addressed at this time. A three-minute limit is set for each speaker on all items. The total time for public input on each item is limited to 20 minutes. (Government Code 54954.3).

Join Zoom Meeting

<https://us02web.zoom.us/j/82156901768?pwd=RHRqbytgTII5NG40ZGVkU2NGSIFGUT09>

Meeting ID: 821 5690 1768 Passcode: 141964

Dial by your location

+1 669 900 9128 US (San Jose) Meeting ID: 821 5690 1768 Passcode: 141964

There was no one present for the public hearing.

3. CLOSED SESSION

The Board will adjourn to closed session pursuant to Government Code 54950 - 54962.

- 3.1. Conference with labor negotiators (Govt. Code 54957.6) Agency Representative: Superintendent Jason Morse
Employee organizations: CEMUS and MTA bargaining units and unrepresented employees
- 3.2. Employment/Personnel Changes
- 3.3. Anticipated Litigation (Govt. Code 54956.9): Specify number of cases: 1

4. 5:00 P.M. OPEN SESSION

- 4.1. Call to order and roll call

The meeting was called to order at 5:10 PM. Present was Trustee Schaeffer. Virtually present were Trustees Morton, Aum, Gay and Grinberg

- 4.2. Approval of agenda

Items to be removed from the agenda or changes to the agenda should be done at this time.

MSA Aum/Morton (4/0). Trustee Grinberg joined the meeting later.

5. 5:05 P.M. PUBLIC HEARING – TIMED ITEM

- 5.1. Public Hearing regarding the **Education Protection Account Funding Plan (EPAFP)**. The District is required to create an EPAFP to determine how the monies received from the Educational Protection Account will be spent. The Board requests public input at this time before the plan is adopted in a resolution later in the agenda.

The public hearing was opened at 5:10 PM and closed at 5:10 PM.

- 5.2. Public Hearing regarding the formation of the **Mendocino Unified School District Maintenance Assessment District (MAD)**, ordering the improvements as described, and confirming the diagram and assessment: Levy of the Assessment for Fiscal Year 2022-23. The Board requests public input at the time before the MAD resolution is adopted later in the agenda.

The public hearing was opened at 5:11 PM and closed at 5:11 PM.

6. CONSENT AGENDA

Items on the consent agenda are passed in one motion without discussion. Any item may be pulled from the consent agenda by any member of the Board and moved to action when approving the agenda. (action)

- 6.1. Approval of Warrants
 - 6.1.1. 5/12/22, 5/19/22, 5/26/22, 6/2/22
- 6.2. Approval of Minutes
 - 6.2.1. Board Meeting Minutes: 5/24/22, 6/1/22
- 6.3. Approval of Employment/Personnel Changes
 - 6.3.1. Award, Classified Employee promotion, effective 7/1/22
 - 6.3.2. Award, Certificated Employee column advancement effective 8/16/21
 - 6.3.3. Award, Certificated Employee column advancement effective 7/1/22
 - 6.3.4. Accept resignation, Classified Employee, 4.75 hrs/day, effective 6/10/22
 - 6.3.5. Accept resignation, Certificated Employee, 1.0 FTE, effective 6/10/22
 - 6.3.6. Correct, Certificated Employee step placement, effective 7/1/20
 - 6.3.7. Hire, Temporary Certificated Summer School Teacher, effective 7/1/22
 - 6.3.8. Hire, Temporary Certificated Summer School Teacher, effective 7/1/22
 - 6.3.9. Hire, Temporary Certificated Summer School Teacher, effective 7/1/22
 - 6.3.10. Hire, Temporary Certificated Summer School Teacher, effective 7/1/22
 - 6.3.11. Hire, Temporary Certificated Summer School Teacher, effective 7/1/22
 - 6.3.12. Hire, Temporary Certificated Summer School Teacher, effective 7/1/22
 - 6.3.13. Hire, Temporary Classified Summer School Aide, effective 7/1/22
 - 6.3.14. Hire, Temporary Classified Summer School Coordinator, effective 7/1/22
 - 6.3.15. Accept resignation, Classified Coach, stipend position, effective 6/3/22
- 6.4. Approval of the Current Budget Change Report
- 6.5. Approval of Enrollment and Attendance Report Month 9
- 6.6. Approval of Student Body Reports – May 2022
- 6.7. Approval of Student Teaching Agreement between Mendocino Unified School District and Western Governors University
- 6.8. Approval of Title IX notice for website
- 6.9. Recognition of Scholarships received by the MUSD 2022 graduating class totaling \$109,450.00
- 6.10. Approval of the Amendment to the Employment Agreement for Business Manager
- 6.11. Approval of MTA Memorandum of Understanding 2021-22-02: Salary & Benefits
- 6.12. Approval of MTA Tentative Agreement 2021-22-06: School Calendar
- 6.13. Approval of MTA Tentative Agreement 2021-22-07: Speech Language Pathologist
- 6.14. Approval of MTA Tentative Agreement 2021-22-08: Hours of Employment
- 6.15. Approval of MTA Tentative Agreement 2021-22-09: Appendix A

- 6.16. Approval of CEMUS Tentative Agreement 2021-22-02: Wages
- 6.17. Approval of CEMUS Tentative Agreement 2021-22-03: Retirement Incentive Plan
- 6.18. Approval of CEMUS Tentative Agreement 2021-22-04: Compensation Language and Updated Salary Schedules for 2021-22
- 6.19. Approval of CEMUS Memorandum of Understanding 2021-22-04: Salary & Benefits
- 6.20. Approval of MUSD MTA Salary Schedules effective 2022-23
- 6.21. Approval of MUSD CEMUS Salary Schedule effective 2022-23
- 6.22. Approval of MUSD Classified Management Salary Schedule effective 2022-23
- 6.23. Approval of MUSD Network Administrator Salary Schedule effective 2022-23
- 6.24. Approval of Mendocino Community Network (MCN) Financial Statements
 - 6.24.1. Unaudited MCN Statement of Fund Net Position with GASB 68 adjustments separated for April 30, 2022 with comparative totals as of June 30, 2021
 - 6.24.2. Unaudited MCN Statement of Revenues, Expenses, and Changes in Fund Net Position with GASB 68 adjustments separated for the ten-month period ending April 30, 2022, with comparative totals as of June 30, 2021

MSA Morton/Aum (4/0) to approve the Consent Agenda pulling Item 6.3 to discuss in Closed Session and pulling Items 6.22 and 6.23 to discuss in Open Session.

7. REPORTS

7.1. Student Trustee – Olivia Jung
Student Trustee Jung was not present.

7.2. Administrative

- 7.2.1. Principal – Tobin Hahn
Principal Tobin Hahn was not present.

7.2.2. Superintendent – Jason Morse
Superintendent Morse reported that all graduation ceremonies went off without a hitch. They went very well. Probably could have held the Friday night ceremony earlier. May change going forward to hold the ceremony outside. The speakers were all great. Superintendent Morse has completed the requirements for driving a school bus. His first run was done last week. Looking forward to helping out next year. Summer learning at the K8 will be held for 2 weeks in June/July. 29 students are enrolled. 8 staff are working. The students attending have been teacher referred.

7.3. Bargaining Units

- 7.3.1. Mendocino Teachers Association (MTA)
MTA President, Diana Dominguez, thanked the paraprofessionals and administration for their support and understanding this past year. The grant that was received for teacher get together was used to have a picnic at a Union meeting and a dessert box at the end of the year.

7.3.2. Classified Employees of Mendocino Unified Schools (CEMUS)
Michele Sheldon had nothing to report but wishes to thank Superintendent Morse and the Board for their support.

7.4. Board Trustee Reports

Trustee Aum – Made it to Phase I construction meeting. Was able to get on the roof of the new building. It was interesting. Saw some switch gear and the ridiculousness of the temporary equipment being put in. Will attend the page turning meeting for Phase II tomorrow.

Trustee Schaeffer – The graduation experience was well managed and very short. It seemed like the smallest group of graduates. Very proud of them.

8. TIMED ITEM 6:00 P.M. - PARENT/COMMUNITY COMMENT

Items not on the agenda, but within the jurisdiction of this body, may be addressed at this time or be submitted to the Superintendent in writing for Board consideration as an agenda item. A three-minute limit is set for each speaker on all items. The total time for public input on each item is limited to 20 minutes (Government Code 54952). The Brown Act does not permit the Board to take action on any item that is not on the agenda. In addition, in order to protect the rights of all involved, complaints about employees should be addressed through the District complaint process. Speaking about a personnel issue at a Board meeting may prevent the Board from being able to act on it. Please see an administrator to initiate the complaint process.

The Board may briefly respond to public comments by asking questions to clarify the speaker's comments and refer the speaker to the Superintendent for further clarification. We thank you for your comments and participation at this meeting.

MUSD teacher, Meghan Miller, commented on the draft Transgender Policy being developed/reviewed by the Board. She is the leader of the Spectrum Club at the high school. The club members have read through the draft and would like to be included in the conversation through her if possible. Meghan reported that roughly 2% of students identify as transgender. MUSD ranks higher. Transgender students still live in fear.

9. INFORMATION/DISCUSSION/POSSIBLE ACTION ITEMS

9.1. Modernization and Construction Management Update

Construction Manager, Donald Alameida, will provide an update on the Phase I Modernization of Mendocino High School. (information)

Construction Manager, Don Alameida, gave the attached presentation.

9.2. Future of MCN Discussion

The Board will discuss the options for ownership of MCN. (discussion/action)

No action was taken. Trustees Gay and Grinberg to meet with Superintendent Morse and report back in August.

9.3. Ratification of Superintendent's Employment Agreement (action)

MSA Aum/Morton (3/1/1) to approve the Ratification of Superintendent's Employment Agreement. Trustee Schaeffer (aye), Trustee Gay (aye), Trustee Morton (aye), Trustee Aum (nay), Trustee Grinberg (abstain)

9.4. Principals/Management Salary Schedules (action)

MSA Aum/Morton to approve the Principals salary schedule (part A) and the Management salary Schedule (part B). Part A passed (3/2) with Trustees Aum and Grinberg dissenting. Part B passed (5/0).

9.5. Public Disclosure of Collective Bargaining Unit Agreements. Assembly Bill (AB) 1200 requires local education agencies to publicly disclose the provisions of all collective bargaining agreements before entering into a written agreement.

9.5.1. Approval of the Disclosure of Collective Bargaining Unit Agreement between the district and CEMUS, MTA and Unrepresented units. All groups to receive a 5% salary increase effective 7/1/2022.

9.5.2. Approval of the Disclosure of Collective Bargaining Unit Agreement between the district and CEMUS. Extend the classified hourly salary schedule from its current 11 step, plus longevity step, to a 15-step salary schedule. Longevity to be removed and discontinued. Discontinue the separate 4% Education Increment salary schedule. The 4% Education Increment will continue, and will be paid "in addition" to the

regular classified hourly salary schedule. These changes are in an effort to comply with PERS Retirement reporting requirements.

MSA Grinberg/Morton (5/0) to approve the public disclosures as presented.

- 9.6. Adoption of the 2022-23 Local Control and Accountability Plan
Superintendent, Jason Morse, will provide the Board with updated to the LCAP since its presentation and public hearing at the 6/1/22 Board meeting. The Local Control Accountability Plan (LCAP) is an important component of the Local Control Funding Formula (LCFF). Under the LCFF, all School Districts are required to prepare a plan which describes how they intend to meet annual goals for all pupils, with specific activities to address state and local priorities identified. (action)

MSA Grinberg/Aum (5/0) to adopt the 2022-23 Local Control and Accountability Plan as presented.

- 9.7. Approval of the 2022 Local Performance Indicators Self Reflection
Superintendent, Jason Morse, will present the 2022 Performance Indicators Self Reflection (information)

Superintendent Morse reported that these items will go to the California Dashboard in October.

- 9.8. Adoption of the 2022-23 MUSD Budget
As required, the Board is being presented a budget proposal that incorporates the best information available in projecting revenues and expenditures for the next three years. A presentation and public hearing on the budget were held at the 6/1/22 Board meeting. As required by E.C. 42127, school districts are to adopt a budget on or before July 1 of each year. (action)

MSA Grinberg/Morton (5.0) to adopt the 2022-23 MUSD Budget as presented.

- 9.9. Adoption of the 2022-23 MCN Budget (action)

MSA Grinberg/Morton (5/0) to approve the 2022-23 MCN Budget as presented.

- 9.10. Citizen's Bond Oversight Committee Annual Report
Superintendent, Jason Morse, will present the Citizen's Bond Oversight Committee Annual Report (action)

Based on the activities the bond funds are being appropriately used. The committee is looking for a tax payer to fill one open seat and a senior citizen to fill a second.

MSA Grinberg/Morton (5.0) to approve the Citizen's Bon Oversight Committee Annual Report.

- 9.11. Mendocino Countywide Universal Prekindergarten (UPK) Implementation Plan
Superintendent, Jason Morse, will present the UPK Plan (information/discussion)

MSA Aum/Grinberg (5/0) to approve the UPK Implementation Plan.

- 9.12. K-8 Playground Equipment
The Board will discuss the options for replacing the playground equipment at the K-8 school (information/discussion)

MSA Aum/Morton (5/0) to not recommend approving at this time

- 9.13. Consideration of Leave Requests
9.13.1. Certificated Teacher, currently working 1.0 FTE requests a leave of absence of .40 FTE (working .60FTE) for the 2022-23 School Year. (action)

MSA Grinberg/Aum (5.0) to approve the leave request.

- 9.14. Consideration of Resolution 2022-14: Confirming Rural School District Status (action)

MSA Grinberg/Aum (4/1) Trustee Morton (nay) to approve Resolution 2022-14.

- 9.15. Consideration of Resolution 2022-15: Regarding the formation of the Mendocino Unified School District Maintenance Assessment District (MAD), ordering the improvements as described, and confirming the Diagram and Assessment: Levy of the Assessment for the fiscal year 2022-23. The attached resolution is required in order to continue the implementation of fees within the MAD (action)

MSA Aum/Gay (5/0) to approve Resolution 2022-14.

- 9.16. Consideration of Resolution 2022-16: Regarding the Educational Protection Account (EPA). With the approval of Proposition 30, Article XIII, Section 36 was added to the California Constitution, which provides for the Education Protection Account. The Board is required to approve the expenditure of monies from the EPA and certify the expenditures are in compliance with the guidelines (action)

MSA Aum/Grinberg (5/0) to approve Resolution 2022-16.

- 9.17. Consideration of Resolution 2022-17: Continuing Board of Trustees Authority to Hold Virtual Meetings Pursuant to AB 61 (action)

MSA Morton/Aum (5/0) to approve Resolution 2022-17.

- 9.18. Consideration of Resolution 2022-18 in the Matter of the Delegation of Authority to Purchase Supplies, Equipment and Services (action)

MSA Grinberg/Morton (5/0) to approve Resolution 2022-18.

- 9.19. Consideration of Resolution 2022-19: Regarding the authorization for 2022-23 Inter-Fund Transfers (action)

MSA Aum/Morton (5/0) to approve Resolution 2022-19.

- 9.20. Consideration of Resolution 2022-20: Regarding the authorization for inter-fund temporary cash transfers at the close of the year. This resolution provides the flexibility, under specific parameters, to transfer funds between accounts when necessary, as the District closes its books for the year (action)

MSA Morton/Grinberg (5/0) to approve Resolution 2022-20.

- 9.21. Consideration of Resolution 2022-21: Regarding the Northern California Schools Insurance Group (NCSIG) amendment to the bylaws of NCSIG (action)

MSA Grinberg/Morton (5/0) to approve Resolution 2022-21.

- 9.22. Board Policies, Bylaws and Administrative Regulations (as a first reading)

- 9.22.1. BP 5145.31: Transgender and Nonconforming Students (students)

MSA Grinberg/Morton (5/0) to approve to final reading after the policy committee via the club leader reaches out to the student group to add/change verbiage prior to the August meeting at which point the policy will go for final vote.

- 9.23. Board Policies, Bylaws and Administrative Regulations (information only)

- 9.23.1. AR 5117: Interdistrict Attendance – District of Choice (students)

- 9.23.2. BP/AR 5141.21: Administering Medication & Monitoring Health Conditions (students)

The board would like to bring back 9.23.2 with recommendations.

10. FUTURE AGENDA ITEMS

Budget Update, Comp Time Report, MFPD Fuel Use Agreement, Quarterly Investment Reports, Williams Settlement Report, Declaration of Need, Spring Consolidation Application, District Mental Health Report

Housing on District property.

11. ADJOURNMENT

The next regular Board meeting is scheduled for **August 24, 2022 at Mendocino K-8 School.**

The meeting adjourned to Closed Session at 7:47 PM.



Mendocino Unified School District

**BOND MEASURE
IMPROVEMENT BOND
PROGRAM
PHASE ONE PROJECT**

MUSD BOARD MEETING – June 16, 2022

Alameda
Architecture

Mendocino Unified School District

Budget

M.U.S.D. PHASE ONE PROJECT

Source of Funds:

Source Code:	Series A Bond (less issuance cost)	Available
	Interest to date	18,884,464
	Issuance cost and Interest paid	119,912
	State Bonds	(2,023,645)
		-
		30,827,859

Description	Budget	Expended To Date	Remaining Balance	Forecast	Surplus (Shortfall)
Design and Planning	2,111,915	1,516,146	594,952	2,112,920	-1,005
Bidding, Permitting, Misc.	140,000	132,477	7,523	171,077	-31,077
Construction	14,591,362	2,726,954	11,864,408	14,591,362	0
8% Owners Contingency	1,104,000	0	1,104,000	556,420	547,580
Construction Support	441,774	398,928	42,846	522,153	-80,379
Fixtures & furniture	250,000	0	250,000	250,000	0
Reserve	0	0	0	0	0
Totals	18,639,061	4,774,604	13,863,730	18,203,831	436,119

Available vs. budgeted 12,188,808 *assumes 100% contingency expended*
 soft cost vs hard cost 26.03%

Mendocino Unified School District

2020 Bond Program

Schedule	Planned	Actual	Schedule Status
Design and Planning	Nov 2019 - Sept 2021	Sept. 2021	On schedule
Permitting and PH-1 GMP	September 2021	Nov. 15, 2021	
Construction	Oct. 2021 - Dec. 2022		
Completion	December 16, 2022		

Overall Project Status

Line boring for future Phase 2 electrical scheduled this week. Electrical gear reportedly shipped June 1st. P.G.&E power change over tentatively planned for June 29th. Meanwhile site lighting installation to commence. Fluid applied waterproofing of walls just begun and roofing continues.

Potential Issues:

Electrical service installation issue may subside once temp power switchover.

Installation of the seismic hold-downs seems to be resolved, some installed and tested.

Next Steps

Continue toward closing in building so drywall and other finishes may proceed.

CHANGE EVENTS

Event #	Event Title	Description	Latest Cost
33	T&M Repair of Existing Damaged Framing (March 2022)	PCO #33	\$12,252.77
32	Light Fixture & Receptacle in Attic Above Corridor A142	PCO #032	\$5,026.84
31	Additional Rough-in for Security System (ASI #8.1)	PCO #031	\$8,017.09
30	Revise Type of Flagpole (ASI #21)	PCO #30	(\$2,690.00)
29	Drywall at Roof Rafters in Library Addition Area	PCO #029	\$12,836.28
28	Repair Leak & Investigate Existing Underground Water System	PCO #028	\$5,466.78
27	Revised Exterior Light Fixture above West Exterior Door to Courtyard (RFI #157)	PCO #027	\$1,311.63
26	Re-Route Fire Sprinkler Piping on Roof & at Alcove (RFI #129)	PCO #26	\$16,501.01
25	Salvage of Water Tank Redwood and Demo of Remaining Water Tank (ALLOWANCE)	PCO #25	\$19,764.80
24	Added Trap Primer to Floor Drain in Room A100 (RFI #76)	PCO #024	\$3,045.46
23	Replace Fire Hydrant and Add Isolation Valve (RFP #2)	PCO #23	\$13,660.96
22	Add Double Detector Check Assembly at Site Fire Water Connection (RFI #131)	PCO #22	\$15,687.24
21	Route Domestic Water Lines on Roof (RFI #105)		\$0.00
20	Revised Luminaires in Rooms A117, A118, A119, A120, A122 & A123 (RFI #102)	PCO #20	\$7,206.40
19	Delete Assisted Listening System	PCO #019	(\$7,186.47)
18	Second PG&E Trench Crossing at Kasten Street	PCO #018	\$6,877.92
17	Add Expansion Loops on Fire Sprinkler System Piping	PCO #017	\$14,774.45
16	Security System Provisions	PCO #016	\$33,769.37
15	Remove & Replace Portion of SOG in Custodian Room A130		\$0.00
14	Remove & Replace Existing Damaged Shear Ply at Library Addition		\$0.00
13	Handling and Disposal of Liquids from Fuel Tank and Acid Waste Tank	PCO #013	\$20,997.58
12	Added Fire Sprinkler Heads to Ensure Adequate Coverage	PCO #012	\$2,450.40
11	Seating Alcoves in Corridor (ASI #004)		\$0.00
10	Testing of Existing Plumbing in Bathrooms		\$0.00
9	Plumbing Revisions to Existing Bathrooms		\$0.00
8	Fire Alarm to the Community School		\$0.00
7.1	Removal of Additional Layers of Drywall at Walls & Ceilings	PCO #007.1	\$12,037.86
6	Remove and Replace Perimeter Ceilings in 7 Rooms	PCO #006	\$19,768.08
5	Connection of Telephone Service to the Main Building		\$0.00
4	Temporary Telephone Line to Gym Building Elevator		\$0.00
3	Removal & Replacement of Existing Slab-on-Grade in Rooms A117, A118 & A119 (ASI #001)	PCO #003	\$17,356.72
2	Salvage Boiler in lieu of Demo (RFP #001)		\$0.00
1	Temporary Power Measures to the Main Building and to Panel DA in Gym	PCO #001	\$54,112.62
			\$293,045.79

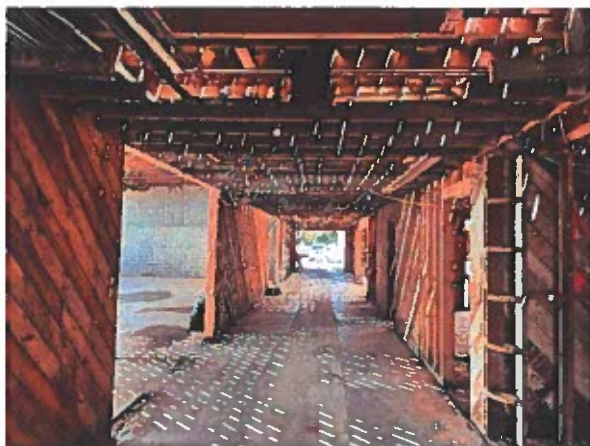
Mendocino Unified School District

2020 Bond Program



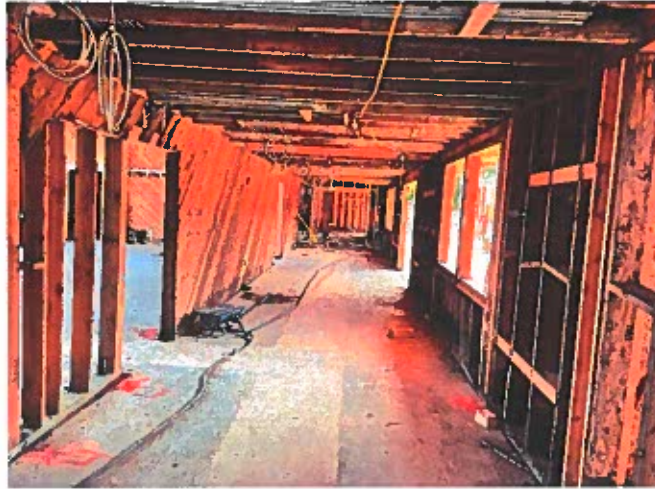
Mendocino Unified School District

2020 Bond Program



Mendocino Unified School District

2020 Bond Program



Mendocino Unified School District

2020 Bond Program



Mendocino Unified School District

2020 Bond Program – Phase 2

Budget

M.U.S.D. PHASE TWO PROJECT

Source of Funds:

Source Code:	Series A Bond (less issuance cost)	Available	-
	developer fees		200,000
	State Bonds		-
			12,823,927

Description	Budget	Expended To Date	Remaining Balance	Forecast	Surplus (Shortfall)
Design and Planning	1,091,888	114,020	894,657	1,008,877	0
Bidding, Permitting, Misc.	0	0	0	0	0
Construction	9,577,988	0	9,577,988	9,280,265	0
Owners Contingency	478,899	0	478,899	478,899	0
Construction Support	470,000	5,600	444,400	470,000	0
Fixtures & furniture	0	0	0	0	0
Reserve	0	0	0	0	0
Totals	11,618,773	119,620	11,386,844	11,237,841	0
Available vs. budgeted	1,205,164	<i>assumes 100% contingency expended</i>			
soft cost vs. hard cost	21.31%				

Mendocino Unified School District

2020 Bond Program – Phase 2

Schedule

	Planned	Actual	Schedule Status
Design and Planning			Jun-22
Permitting and PH-2 GMP		1-Dec-22	
Construction	T B D		
Completion	T B D		

Overall Project Status

Finalized scope for Phase 2 determined at May 24th Board Meeting. New preliminary budget based on outcome. Schematic Design completed architect now may commence with Design Development.

Potential Issues:

None to Date

Next Steps

Have page-turner review for Schematic Design and start Design Development



Universal Prekindergarten (UPK) in Mendocino County

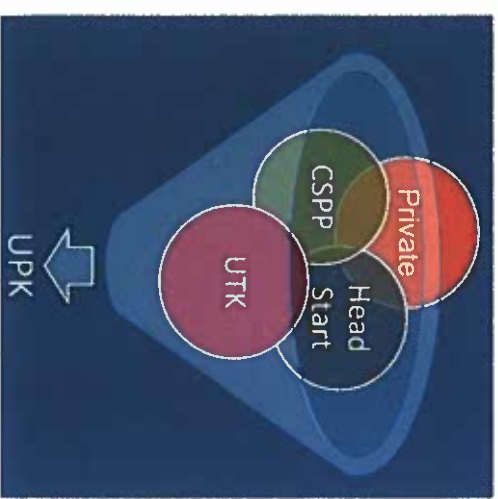
A Countywide Collaboration, led by MCOE

SUPERINTENDENT: Michelle Hutchins

BOARD MEMBERS: Donald Cuser | Charline Ford | Marilyn Page | Larry Olson | Drew Durcan

Defining Universal Prekindergarten:

"UPK will bring together programs across early learning and K-12, relying heavily on Universal Transitional Kindergarten (UTK) and California State Preschool Program (CSPP), as well as Head Start, community-based organizations (CBOs), and private preschool to ensure every four-year old child – regardless of background, race, zip code, immigration status, or income level – has access to a quality learning experience the year before kindergarten."



[January 13 Webinar Slides/PERTA](#) from CDE

UPK Mendocino County Collaborators

- 11 School Districts
- 3 Charter Schools
- 16 State Preschools
- 3 Head Start/Early Head Start sites
- Mendocino College CDV Center
- Family Child Care Manager/North Coast Opportunities
- Private Preschools

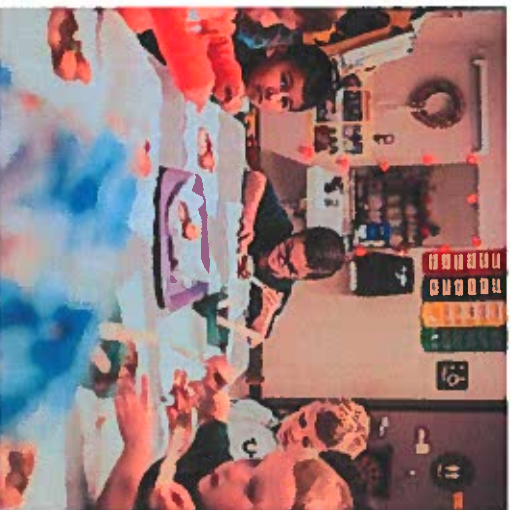


Photo courtesy of Champy Focused Photography

- 6 Meetings for School Leaders
- 3 meetings for UTK Teachers
- 4 meetings for Early Learning and Care Leaders
- 1 meeting for all Collaborators

3



Photo courtesy of Champy Focused Photography



UPK Plan Vision and Coherence

- Importance of a mixed delivery system for families and for the local economy
- All programs should be Developmentally Appropriate, utilizing "methods that promote each child's optimal development and learning through a strengths-based, play-based approach to joyful engaged learning."
[NAEYC POSITION STATEMENT ON DAPF](#)
- All programs should be inclusive and culturally and linguistically responsive
- Vertical and horizontal articulation of curriculum and assessments in the context of P-3 Framework



**UPK Plan
Community Engagement and
Partnerships**

- Bringing LEAs and Early Learning and Care providers together
- Districts and Charter schools will gather additional feedback from their Board members and families
- MCOE's ELC Department will continue to gather feedback from the county's Early Learning and Care agencies through Local Child Care Planning Council and the local Quality Counts Consortium
- MCOE continues to serve as the bridge between county collaborators and guidance from CDE on UPK

**UPK Plan
Workforce Recruitment and
Professional Learning**

- Early Childhood Professional workforce pipeline development
- Financial assistance for students pursuing a career in early education
- Training opportunities for Early Childhood Professionals across programs, including administrators
- Coaching and mentoring for State Preschool and Head Start centers through a wide variety of programs offered through our ELC Department



UPK Plan Curriculum, Instruction, and Assessment

“LEAs and preschool program partners should consider how they will provide coherent, culturally- and linguistically-responsive UPK curriculum... anchored in the California Preschool Learning Foundations.”

– CDE UPK Plan template



- Observation-based assessments are best practice for our younger learners; tools will vary for TK and Dual Language Learners
- Programs should be inclusive of children with IEPs
- Forums and surveys for training needs from MCOE

7

UPK Plan Facilities, Services, and Operations

How might services need to be adjusted for younger students?

- Classrooms
- Playgrounds
- Transportation
- Meal Services



- Blending and layering programs to maximize classroom space
- Continuing early learning and care programs while Transitional Kindergarten expands each year

8



Questions?

Kristin Hills, Director, Early Learning and Care
khills@mcoe.us or 707-467-5168

Aaron Carter, Director, Continuous Improvement
acarter@mcoe.us or 707-467-5087

SUPERINTENDENT: Michelle Hutchins

BOARD MEMBERS: Donald Croser | Charlene Ford | Marilyn Pugh | Larry Olson | Drew Duncan

Mendocino Unified School District



MINUTES

Special Board Meeting

JULY 7, 2022

**MENDOCINO K-8 SCHOOL
44261 LITTLE LAKE ROAD
MENDOCINO, CA 95460**

**7:00 P.M. OPEN SESSION – IN PERSON at K8
& VIA TELECONFERENCE**

Join Zoom Meeting

<https://us02web.zoom.us/j/85151671062?pwd=77cfKLUxYkHjXNmGW-ZXcTaCIOLKSH.1>

Meeting ID: 851 5167 1062 Passcode: 825596

Dial by your location +1 669 900 9128 US (San Jose)

Meeting ID: 851 5167 1062 Passcode: 825596

*Please "mute" your device during the meeting.
MUSD is not available for technical support for remote meetings.*

Board Priorities

- *Develop and expand community partnerships and communication*
- *Increase learning and achievement for all students, families, and staff*
- *Plan wisely for the future while maintaining fiscal integrity*
- *Maintain and improve the physical plant*

Any writings distributed either as part of the Board packet, or within 72 hours of a meeting, can be viewed at the District Office: 44141 Little Lake Road, Mendocino, CA 95460. Board backup materials are also located on the MUSD website at <http://www.mendocinoused.org/District/2285-Untitled.html>

In compliance with Government Code section 54954.2(a) Mendocino Unified School District will, on request, make agendas available in appropriate alternative formats to persons with a disability, as required by Section 202 of the Americans with Disabilities Act of 1990 (42 U.S.C. Sec. 12132), and the federal rules and regulations adopted in implementation thereof. Individuals who need this agenda in an alternative format or who need a disability related modification or accommodation in order to participate in the meeting should contact, Erin Placido Exec. Assistant to the Superintendent, in writing at P.O. Box 1154, Mendocino, CA 95460 or via email at doerin@mcn.org.

MENDOCINO UNIFIED SCHOOL DISTRICT IS PROUD TO BE AN EQUAL OPPORTUNITY EMPLOYER

1. 7:00 P.M OPEN SESSION

1.1. Call to order and roll call

The meeting was called to order at 7:07PM. Present was Trustee Schaeffer. Virtually present were Trustees Aum, Morton, and Gay.

1.2. Approval of agenda

Items to be removed from the agenda or changes to the agenda should be done at this time.

MSA Morton/Aum (4/0) to approve the agenda.

2. TIMED ITEM 7:05 P.M. - PARENT/COMMUNITY COMMENT

Items not on the agenda, but within the jurisdiction of this body, may be addressed at this time or be submitted to the Superintendent in writing for Board consideration as an agenda item. A three-minute limit is set for each speaker on all items. The total time for public input on each item is limited to 20 minutes (Government Code 54952). The Brown Act does not permit the Board to take action on any item that is not on the agenda. In addition, in order to protect the rights of all involved, complaints about employees should be addressed through the District complaint process. Speaking about a personnel issue at a Board meeting may prevent the Board from being able to act on it. Please see an administrator to initiate the complaint process.

The Board may briefly respond to public comments by asking questions to clarify the speaker's comments and refer the speaker to the Superintendent for further clarification. We thank you for your comments and participation at this meeting.

A community member spoke about the Mendocino County Coastal Permit vote regarding a project by PG&E. See attached email submitted by the community member.

3. INFORMATION/DISCUSSION/POSSIBLE ACTION ITEMS

3.1. Future of MCN Discussion

The Board will discuss the options for ownership of MCN. (discussion/action)

MSA Gay/Morton (4/0) to direct Superintendent Morse to start the process of doing a sale of the MCN assets, while concurrently looking to find someone to handle the bookkeeping/record keeping of running MCN until that process is complete. Option to sell at the highest bidder.

4. ADJOURNMENT

The next regular Board meeting is scheduled for **August 24, 2022 at Mendocino K-8 School.**
The meeting was adjourned at 8:45 PM

Erin Placido

From: Annemarie <aweibel@mcn.org>
Sent: Friday, July 8, 2022 1:16 AM
To: Michael Schaeffer; jgrinberg@mendocinoused.org; mark@mcn.org; waum@mendocinoused.org; globalst@aol.com; doerin@mcn.org
Subject: public input non agenda item during the Special School Board meeting today about CDP_2021-0036

Hi,

I was attempting to let you know today that the Mendocino County Coastal Permit Administrator will on July 14 at 11am or soon thereafter vote in favor of the project that PG&E is hoping to accomplish on MUSD property and close by. See Coastal Development Permit CDP_2021-0036 (65 pages) at

<https://www.mendocinocounty.org/government/planning-building-services/meeting-agendas/coastal-permit-administrator>

<https://www.mendocinocounty.org/home/showpublisheddocument/51776/637920050686630000>

Unfortunately I was kicked out of Zoom today and when I was able to reconnect you were already talking about the MCN issue.

PG&E wants to cut down 69 trees & remove low growing shrubs and bushes in an approximately 40,000 sq.ft. area from the PG&E substation parcel located at 44361 Little Lake Road & 3 parcels abutting that substation which includes property owned by MUSD (52 trees). They want to cut down on MUSD property 1 Monterey pine, 1 Blue Gum Eucalyptus, 8 Redwood Sequoia, 4 Douglas fir, 3 Tanoak, 13 Willow, and 22 Pacific Wax Myrtle. These trees are growing along the eastern perimeter fence/wall that provides a visual landscape screening and probably also protects the children playing on the grounds or in the garden from electromagnetic radiation. Apparently there does not need to be an environmental evaluation, and no biological survey as the trees removed from the Environmentally Sensitive Habitat Area (ESHA) will be replanted two-to-one on the parcel at Mickey Trust, an 84 acre parcel on the south side of Big River owned by the Save the Redwoods League.

The trees on MUSD property range from Diameter at Breast Height (DBH= 1.3 meters) 1 ft. to 80 ft. and their height between 10 ft. and 60 ft. PG&E does not seem concerned that the birds, bats and special status amphibians (Ca. red-legged frogs, foothill yellow-legged frogs, tailed frogs, and southern torrent salamanders) and other animals that live in this area would lose their habitat. As the name Little Lake Road implies there used to be a lake there, wetlands plants still indicate the wetlands. Would that not require a biological study? Normally regulations indicate that no projects can be approved within 100 ft. of any wetland. Why did the Department of Fish and Wildlife not respond? Why no comments by the Ca. Native Plant Society, the Forest Advisor and

no comments by the Native American tribes? Why would no one study what will happen to the area once these 52 trees will be gone and the additional low growing shrubs and bushes? How many shrubs and bushes? What size are they?

PG&E indicates they will use Best Management Practices. Would they be aware of the wetlands? See electronic pages 54 about pesticides & herbicides. Do we want these applied on MUSD's school site? Why are there no comments by Environmental Health?

Based on the staff report MUSD did not provide any comments initially, neither did many other entities. Now is the last chance. If you want to appeal the decision you have 10 days to do it and need to pay \$2,620 and appeal it to the Board OF Supervisors.

I am aware that the Special School Board meeting today was necessary and know that Supervisor Jason Morse also wants a vacation. It would still be good if someone from MUSD would study this project and comment on it in writing to <pbscommissions@mendocinocounty.org> (the last day to do this is July 13), or by telephone, or zoom on July 14. To submit public comments via Telecomment, please use the telecomment form found at: <https://www.mendocinocounty.org/government/planning-building-services/meeting-agendas>

Sincerely, Annemarie Weibel

Mendocino Unified School District
 2022-23 Combined General Fund Budget Change Report
 Aug-22

REVENUES:		data as of:	June Adoption View 6/15/2022	August View 8/16/2022	Change
REVENUE LIMIT SOURCES					
8011	State Aid - Current Year		1,669,156	1,669,156	-
8012	Education Protection Account		80,068	80,068	-
8019	EPA Prior Year Adjustment		-	-	-
8021	Homeowners' Exemptions Tax		38,106	38,106	-
8022	Timber Yield Tax		118,017	118,017	-
8029	Other Subventions/In-Lieu Taxes		-	-	-
8041	Secured Roll Taxes		5,608,851	5,608,851	-
8042	Unsecured Taxes		149,759	149,759	-
8043	Prior Years' Taxes		7,441	7,441	-
8044	Supplemental Taxes		-	-	-
8091	Revenue Limit Transfers		(150,000)	(150,000)	-
Total Revenue Limit Sources			7,521,398	7,521,398	-
FEDERAL REVENUES					
8181	Special Education Entitlement		96,629	96,629	-
8182	Discretionary Grants		2,645	2,645	-
8285	Interagency Contracts between LEAs		-	-	-
8290	All other Federal Revenue		490,174	538,932	48,758
Total Federal Revenues			589,448	638,206	48,758
OTHER STATE REVENUES					
8311	Other St. Apportionments Current Yr.		-	-	-
8520	State Nutrition KIT Grant		-	-	-
8550	Mandated Cost Reimbursements		20,528	20,528	-
8560	State Lottery Revenue		93,027	93,027	-
8590	All Other State Revenue		423,125	423,125	-
Total Other State Revenues			536,680	536,680	-
OTHER LOCAL REVENUES					
8622	Non-Ad Valorem Taxes		91,350	91,350	-
8631	Sale of Equipment & Supplies		-	-	-
8650	Leases and Rentals		5,210	5,210	-
8660	Interest		10,000	10,000	-
8662	Net Increase in Fair Value Investment		-	-	-
8675	Transport. Fees from Individuals		-	-	-
8677	Transportation & Interagency Services		24,430	24,430	-
8689	Other Fees and Contracts		1,000	1,000	-
8699	All Other Local Revenue		38,650	38,650	-
8792	Transfer of Apportionment from COE		240,492	240,492	-
Total Other Local Revenues			411,132	411,132	-
TOTAL REVENUES			9,058,657	9,107,416	48,758

PY Deferred Rev Adjustment

June Adoption August
View View Change
data as of: 6/15/2022 8/16/2022

EXPENDITURES:

EXPENDITURES:				
CERTIFICATED SALARIES				-
1100	Teachers' Salaries	3,141,496	3,141,496	-
1200	Pupil Support Salaries	396,507	396,507	-
1300	Supervisors' and Admin Salaries	406,658	406,658	-
1900	Other Certificated Salaries	-	-	-
Total Certificated Salaries		3,944,661	3,944,661	-
CLASSIFIED SALARIES				-
2100	Instructional Aides' Salaries	506,142	506,142	-
2200	Support Salaries	672,061	672,061	-
2300	Supervisors' and Admin Salaries	356,627	356,627	-
2400	Clerical and Office Salaries	484,094	484,094	-
2900	Other Classified Salaries	15,474	15,474	-
Total Classified Salaries		2,034,398	2,034,398	-
EMPLOYEE BENEFITS				-
310X	STRS	1,073,064	1,073,064	-
320X	PERS	529,789	529,789	-
33XX	OASDI/Medicare	203,710	203,710	-
340X	Health & Welfare Benefits	892,724	892,724	-
350X	Unemployment Insurance	27,684	27,684	-
360X	Workers' Compensation	161,802	161,802	-
370X	Other Post-Employment Benefits	30,971	30,971	-
390X	Other Benefits (Ret. Inc. & Board)	32,313	33,913	1,600
Total Employee Benefits		2,952,055	2,953,655	1,600
BOOKS AND SUPPLIES				-
4100	Approved Textbooks & Core Materials	26,000	26,000	-
4200	Books & Other Reference Materials	-	-	-
4300	Materials and Supplies	289,654	289,654	-
4400	Noncapitalized Equipment	45,000	45,000	-
Total Books and Supplies		360,654	360,654	-
SERVICES, OTHER OPERATING EXPENSES				-
5100	Subagreements for Services	30,000	30,000	-
5200	Travel & Conference	33,800	33,800	-
5300	Dues and Memberships	26,960	26,960	-
5450	Insurance	100,000	124,133	24,133
5500	Operation & Housekeeping Services	283,360	283,360	-
5600	Rentals, Leases, Repairs, Improvmts	44,456	44,456	-
5700		-	-	-
5800	Consulting Svcs and Op Expenses	234,500	234,500	-
5900	Communications	28,930	28,930	-
Total Services and Other Operating Expenses		782,006	806,139	24,133
CAPITAL OUTLAY				-
6100	Land	-	-	-
6400	Equipment / Equipment Replacement	-	42,231	42,231
Total Capital Outlay		-	42,231	42,231

Retiree update

Policy (1,447); Excess Cyber +7,579.75; Est AB218 Revived Liability Funding +18.000

Rollover PY Network Upgrade

June Adoption
View
6/15/2022

August
View
8/16/2022

Change

data as of:

OTHER OUTGO

7299	All Other Transfer Out to All Other	-	-	-
7300-7399	Transfer of Indirect Costs	(6,000)	(6,000)	-
7439	Debt Service - Principal & Interest	-	-	-
Total Other Outgo		(6,000)	(6,000)	-
TOTAL EXPENDITURES		10,067,774	10,135,738	67,964
OTHER FINANCING SOURCES AND USES				
8919	Transfer In from MCN Fund	40,000	40,000	-
7612	Transfer Out to Transp Equipment	-	-	-
7611	Transfer Out to State Preschool Fund	(41,836)	(51,529)	(9,694)
7616	Transfer Out to Cafeteria	(150,873)	(150,873)	-
7619	Transfer Out to MCN - telecom	(8,190)	(8,190)	-
TOT. OTHER FINANCING SOURCES & USES		(160,899)	(170,592)	(9,694)
NET INCREASE (DECR) IN FUND BALANCE		(1,170,016)	(1,198,915)	(28,899)

Donation applied PY

FUND BALANCE, RESERVES				-
Beginning Fund Balance		2,215,862	2,215,862	-
Ending Fund Balance		1,045,847	1,016,947	(28,899)
COMPONENTS OF ENDING FUND BALANCE				
9711	Revolving Cash	10,000	10,000	-
9740	Restricted Balances	329,119	329,119	0
9789	Designated for Econ Uncertainty	402,711	405,430	2,719
9780	Other Designations:			-
9780	SLIP/LUMP/Site Accts/Lottery	74,650	74,650	(0)
9790	General (Undesignated) Reserve	229,366	197,749	(31,617)

updating

updating

9780 Other Designations:

Locally Defined (Site Accts)	27,039.83	27,039.83
Supplemental Concentration	-	-
SLIP/LUMP	29,008.71	29,008.71
Lottery - Unrestricted	18,601.94	18,601.94
	<u>74,650.48</u>	<u>74,650.48</u>

2021-22 Year-To-Date ADA by District of Residence

Month: 10

		MUSD	FB	PA	AV	Ukiah	Other	Totals	21/22 CBEDS (Oct.)	20/21 CBEDS (Oct.)	
Albion	TK	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0	0	
	K	3.52	0.00	0.00	0.00	0.00	0.00	3.52	4	4	
	1	3.32	0.00	0.00	0.00	0.00	0.00	3.32	4	3	
	2	0.87	0.00	0.00	0.00	0.00	0.00	0.87	1	4	
	3	4.47	0.00	0.00	0.00	0.00	0.00	4.47	5	4	
	Total	12.18	0.00	0.00	0.00	0.00	0.00	12.18	14	15	
Comptche	TK	0.83	0.00	0.00	0.00	0.00	0.00	0.83	0	0	
	K	0.93	0.00	0.00	0.00	0.00	0.00	0.93	2	2	
	1	4.65	0.00	0.00	0.00	0.00	0.00	4.65	5	4	
	2	3.60	0.00	0.00	0.00	0.00	0.00	3.60	4	5	
	3	2.89	0.00	0.00	0.00	0.00	0.00	2.89	4	0	
	Total	12.90	0.00	0.00	0.00	0.00	0.00	12.90	15	11	
MK-8	TK	1.88	0.00	0.00	0.00	0.00	0.00	1.88	2	1	
	K	13.73	0.00	0.00	0.00	0.00	0.00	13.73	16	14	
	1	13.52	1.77	0.00	0.00	0.00	0.00	15.29	18	13	
	2	12.83	0.86	0.00	0.00	0.00	0.00	13.69	15	23	
	3	18.43	3.65	0.00	0.00	0.00	0.00	22.08	25	26	
	4	24.10	2.65	0.00	0.00	0.00	0.00	26.75	29	26	
	5	21.94	3.69	0.00	0.00	0.00	0.00	25.63	27	39	
	6	35.10	0.97	0.00	0.00	0.00	0.00	36.07	40	37	
	7	24.89	2.84	0.93	0.00	0.00	0.00	28.66	30	31	
	8	18.80	4.74	0.00	0.00	0.00	0.00	23.54	26	46	
	Total	185.22	21.17	0.93	0.00	0.00	0.00	207.32	228	256	
		9	41.57	1.91	1.49	0.00	0.00	0.00	44.97	48	38
		10	21.85	6.83	0.00	1.98	0.00	0.00	30.66	34	51
	11	31.71	5.51	2.34	1.90	0.00	0.00	41.46	46	35	
	12	22.53	6.38	0.80	0.96	0.00	0.00	30.67	32	41	
Total		117.66	20.63	4.63	4.84	0.00	0.00	147.76	160	165	
MAS (I.S.)	TK	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0	0	
	K	0.16	0.00	0.00	0.00	0.00	0.00	0.16	0	0	
	1	0.47	0.00	0.00	0.00	0.00	0.00	0.47	1	2	
	2	1.96	0.00	0.00	0.00	0.00	0.00	1.96	3	0	
	3	2.85	0.00	0.00	0.00	0.00	0.00	2.85	3	1	
	4	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0	0	
	5	0.37	0.00	0.00	0.00	0.00	0.00	0.37	1	0	
	6	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0	2	
	7	2.25	0.00	0.00	0.00	0.00	0.00	2.25	4	4	
	8	5.49	0.00	0.00	0.00	0.00	0.00	5.49	5	4	
	9	1.78	0.00	0.00	0.00	0.00	0.00	1.78	2	2	
	10	2.49	0.73	0.00	0.00	0.00	0.00	3.22	3	2	
	11	1.10	0.00	0.00	0.00	0.00	0.00	1.10	1	1	
12	0.19	0.00	0.47	0.00	0.00	0.00	0.66	0	2		
Total		19.11	0.73	0.47	0.00	0.00	0.00	20.31	23	20	
SHS	9	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0	0	
	10	0.27	0.46	0.00	0.00	0.00	0.00	0.73	1	1	
	11	1.43	0.00	0.14	0.00	0.00	0.00	1.57	5	4	
	12	0.74	0.00	0.11	0.00	0.00	0.00	0.85	3	5	
	Total		2.43	0.46	0.25	0.00	0.00	0.00	3.14	9	10
TOTAL		349.50	42.99	6.28	4.84	0.00	0.00	403.61	449	477	

2021-22 Enrollment by District of Residence

Month: 10

		MUSD	FB	PA	AV	Ukiah	Other	21-22 Totals To Date	21/22 CBEDS (Oct.)	20/21 CBEDS (Oct.)
Albion	TK	0	0	0	0	0	0	0	0	0
	K	4	0	0	0	0	0	4	4	4
	1	4	0	0	0	0	0	4	4	3
	2	1	0	0	0	0	0	1	1	4
	3	<u>5</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>5</u>	<u>5</u>	<u>4</u>
	Total	14	0	0	0	0	0	14	14	15
Comptche	TK	1	0	0	0	0	0	1	0	0
	K	1	0	0	0	0	0	1	2	2
	1	5	0	0	0	0	0	5	5	4
	2	3	0	0	0	0	0	2	4	5
	3	<u>3</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>3</u>	<u>4</u>	<u>0</u>
	Total	12	0	0	0	0	0	12	15	11
MK-8	TK	2	0	0	0	0	0	2	2	1
	K	15	0	0	0	0	0	15	16	14
	1	15	2	0	0	0	0	16	18	13
	2	15	1	0	0	0	0	15	15	23
	3	20	4	0	0	0	0	21	25	26
	4	28	3	0	0	0	0	30	29	26
	5	26	4	0	0	0	0	27	27	39
	6	39	1	0	0	0	0	38	40	37
	7	29	3	1	0	0	0	33	30	31
	8	<u>21</u>	<u>5</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>26</u>	<u>26</u>	<u>46</u>
Total	199	23	1	0	0	0	223	228	256	
MHS	9	41	2	2	0	0	0	49	48	38
	10	22	8	0	2	0	0	33	34	51
	11	31	6	2	2	0	0	44	46	35
	12	<u>22</u>	<u>7</u>	<u>1</u>	<u>1</u>	<u>0</u>	<u>0</u>	<u>34</u>	<u>32</u>	<u>41</u>
	Total	127	23	5	5	0	0	160	160	165
MAS (I.S.)	TK	0	0	0	0	0	0	0	0	0
	K	0	0	0	0	0	0	0	0	0
	1	0	0	0	0	0	0	0	1	2
	2	0	0	0	0	0	0	0	3	0
	3	3	0	0	0	0	0	3	3	1
	4	0	0	0	0	0	0	0	0	0
	5	0	0	0	0	0	0	0	1	0
	6	0	0	0	0	0	0	0	0	2
	7	1	0	0	0	0	0	1	4	4
	8	6	0	0	0	0	0	6	5	4
	9	2	0	0	0	0	0	2	2	2
	10	3	1	0	0	0	0	4	3	2
	11	3	0	0	0	0	0	2	1	1
12	<u>1</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>2</u>	
Total	17	1	0	0	0	0	18	23	20	
SHS	9	0	0	0	0	0	0	0	0	0
	10	2	1	0	0	0	0	3	1	1
	11	4	0	0	0	0	0	5	5	4
	12	<u>1</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>1</u>	<u>3</u>	<u>5</u>
	Total	7	1	1	0	0	0	9	9	10
TOTAL		376	48	7	5	0	0	436	449	477

6/29/22
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2021-22 Total Enrollment by Attendance Month

		Mo. 1	Mo. 2	Mo. 3	Mo. 4	Mo. 5	Mo. 6	Mo. 7	Mo. 8	Mo. 9	Mo. 10	21-22 Annual Avg
Albion	TK	0	0	0	0	0	0	0	0	0	0	0
	K	3	4	4	4	4	4	4	4	4	4	4
	1	4	4	4	4	4	5	4	4	4	4	5
	2	1	1	1	1	1	1	1	1	1	1	1
	3	<u>5</u>	<u>5</u>	<u>5</u>	<u>5</u>	<u>5</u>	<u>5</u>	<u>5</u>	<u>5</u>	<u>5</u>	<u>5</u>	<u>6</u>
	Total	13	14	14	14	14	15	14	14	14	14	16
Comptche	TK	1	1	1	1	1	1	1	1	1	1	1
	K	1	1	1	1	1	1	1	1	1	1	1
	1	5	5	5	5	5	5	5	5	5	5	6
	2	4	4	4	4	4	4	4	3	3	2	4
	3	<u>4</u>	<u>3</u>	<u>3</u>	<u>3</u>	<u>3</u>	<u>3</u>	<u>3</u>	<u>3</u>	<u>3</u>	<u>3</u>	<u>3</u>
	Total	15	14	14	14	14	14	14	13	13	12	15
MK-8	TK	2	2	2	2	2	2	2	2	2	2	2
	K	15	16	16	15	15	15	15	15	15	15	17
	1	18	18	18	18	16	16	17	17	17	16	19
	2	15	15	15	14	14	14	15	15	16	15	16
	3	25	25	25	23	23	23	24	24	24	21	26
	4	29	28	30	30	29	29	30	30	31	30	33
	5	26	27	28	27	28	29	30	30	30	27	31
	6	39	40	40	41	40	40	40	40	40	38	44
	7	30	30	30	30	29	30	32	33	33	33	34
	8	<u>26</u>	<u>26</u>	<u>26</u>	<u>27</u>	<u>25</u>	<u>26</u>	<u>26</u>	<u>26</u>	<u>26</u>	<u>26</u>	<u>29</u>
Total	225	227	230	227	221	224	231	232	234	223	253	
MHS	9	48	48	49	49	50	51	50	49	45	49	54
	10	32	34	33	33	33	32	33	33	32	33	36
	11	46	46	43	46	44	44	45	44	41	44	49
	12	<u>32</u>	<u>32</u>	<u>32</u>	<u>32</u>	<u>33</u>	<u>32</u>	<u>32</u>	<u>32</u>	<u>31</u>	<u>34</u>	<u>36</u>
	Total	158	160	157	160	160	159	160	158	149	160	176
MAS	TK	0	0	0	0	0	0	0	0	0	0	0
	K	1	0	0	0	0	0	0	0	0	0	0
	1	1	1	1	1	0	0	0	0	0	0	0
	2	3	3	3	3	3	2	0	0	0	0	2
	3	3	3	3	3	3	3	3	3	3	3	3
	4	0	0	0	0	0	0	0	0	0	0	0
	5	1	1	1	0	0	0	0	0	0	0	0
	6	0	0	0	0	0	0	0	0	0	0	0
	7	2	3	3	3	3	3	2	1	1	1	2
	8	5	6	6	6	6	6	6	6	6	6	7
	9	2	2	2	2	1	1	1	2	2	2	2
	10	2	3	4	4	4	4	4	4	4	4	4
	11	1	1	1	1	1	1	2	2	3	2	2
12	<u>0</u>	<u>0</u>	<u>1</u>	<u>1</u>	<u>1</u>	<u>1</u>	<u>1</u>	<u>1</u>	<u>1</u>	<u>0</u>	<u>1</u>	
Total	21	23	25	24	22	21	19	19	20	18	24	
SHS	9	0	0	0	0	0	0	0	0	0	0	0
	10	1	1	1	1	1	2	2	2	3	3	2
	11	5	5	5	4	3	4	4	4	4	5	5
	12	<u>2</u>	<u>3</u>	<u>2</u>	<u>2</u>	<u>2</u>	<u>2</u>	<u>2</u>	<u>1</u>	<u>1</u>	<u>1</u>	<u>2</u>
	Total	8	9	8	7	6	8	8	7	8	9	9
TOTAL Enroll		440	447	448	447	437	441	446	443	438	436	491

**MENDOCINO MIDDLE SCHOOL
STUDENT BODY ACCOUNT
2021-22 MONTHLY SUMMARY
PERIOD: JUNE 2022**

DESCRIPTION	Beginning Balance	Income	Expenses	Ending Balance
6-8 Art Field Trips	\$ 822.98		\$533.00	\$ 289.98
6-8 Boys Free Throw	\$ -			\$ -
6-8 Girls Free Throw	\$ -			\$ -
6th Grade Class	\$ -		\$230.00	\$ (230.00)
6th Grade Trips	\$ 6,120.48			\$ 6,120.48
6-8 Trips	\$ -			\$ -
7-8 Boy's BB	\$ 2,416.04			\$ 2,416.04
7-8 Girl's BB	\$ (323.37)			\$ (323.37)
7th Grade Class	\$ 2,595.17			\$ 2,595.17
8th Grade Class	\$ -			\$ -
8th Grade Trip	\$ 64.45			\$ 64.45
Art Fund	\$ 2,136.10	\$533.33	\$3,318.76	\$ (649.33)
Athletics	\$ 1,342.41		\$319.40	\$ 1,023.01
AVID	\$ -			\$ -
Chess Club	\$ -			\$ -
Chorus	\$ -			\$ -
Cooking Club	\$ 271.93			\$ 271.93
Film Club	\$ 88.50			\$ 88.50
Grad Dance	\$ -			\$ -
Maker Faire	\$ -			\$ -
Outdoor Survival	\$ -			\$ -
PE Fund	\$ -			\$ -
School Supplies	\$ 144.41			\$ 144.41
Science	\$ 306.48			\$ 306.48
Student Council	\$ 1,565.39	\$1.00	\$25.86	\$ 1,540.53
Volleyball	\$ 5,781.96		\$117.60	\$ 5,664.36
Yearbook	\$ 583.62			\$ 583.62
Yearend Activities	\$ -			\$ -
TOTAL	\$ 23,916.55	\$534.33	\$4,544.62	\$ 19,906.26

MENDOCINO GRAMMAR SCHOOL
 STUDENT BODY ACCOUNT
 2021-2022 MONTHLY SUMMARY
 PERIOD: JUNE 2022

	BALANCE	INCOME	EXPENSE	NEW BALANCE
KINDERGARDEN	0.00			0.00
1st GRADE	20.00			20.00
2nd GRADE	-72.84			-72.84
3rd GRADE	122.50			122.50
4-5 GRADES	151.34			151.34
COMPTCHE SCHOOL	0.78			0.78
GENERAL STUDENT BODY	3.55			3.55
MULTI-PURPOSE STAGE	45.07			45.07
To be Reimbursed MUSD	-225.00			-225.00
TOTAL	45.40	0.00	0.00	45.40

**MENDOCINO HIGH SCHOOL
STUDENT BODY ACCOUNT
2021-2022 MONTHLY SUMMARY
PERIOD: JUNE 2022**

	DESCRIPTION	Begin Balance	Income	Expenses	Ending Balance
GENERAL FUNDS					
	Athletic Travel/Requests	1199.68			1199.68
	Athletics - Officials only	4292.80			4292.80
	CTE Art	854.00			854.00
	CTE Media	0.00			0.00
	CTE Woodshop	879.83	70.00		949.83
	Facilities (key dep)	1908.05			1908.05
	Library	96.20			96.20
	MCHS General	1098.46	1059.00	578.08	1579.38
	MCHS Outdoor Leadership	493.15			493.15
	MCHS Yearbook	560.00			560.00
	PACT Testing	525.00			525.00
	PSAT/SAT workbooks	1050.00			1050.00
	Request (donations/interest)	147.85	2.37		150.22
	Sober Grad	2164.49			2164.49
	Skate Ramp Fund	500.87			500.87
	SONAR	4273.34			4273.34
	Store	160.33			160.33
	Student Council	1816.54		172.32	1644.22
	Youth Prevention	92.50			92.50
CLASSES					
	Class of 16	500.00			500.00
	Class of 19	306.26			306.26
	Class of 21	327.48			327.48
	Class of 22	-199.71	1190.00		990.29
	Class of 23	1990.00	130.00	150.00	1970.00
	Class of 24	67.00			67.00
	Class of 25	1164.41			1164.41
FALL SPORTS					
	Boys Soccer	238.76			238.76
	Football	134.12			134.12
	Girls Soccer	25.00			25.00
	Volleyball	801.85	90.00		891.85
WINTER SPORTS					
	Boys Basketball	1641.85			1641.85
	Girls Basketball	2187.31			2187.31
SPRING SPORTS					
	Baseball	500.00			500.00
	Golf	0.00			0.00
	Softball	367.73			367.73
	Tennis	64.97			64.97
	Track	0.00			0.00
CLUB					
	Amnesty	387.87			387.87
	Art Club	542.85			542.85
	Body Positive	0.00			0.00
	Chorus	152.21			152.21
	CSF	479.09	755.00	566.75	667.34
	Culinary	4702.62			4702.62

Electronics	1121.69			1121.69
Horticulture/Botany Club	2129.35			2129.35
Improv club	334.07			334.07
Interact Club-Activity	4203.36			4203.36
Interact Club-Administrative	2793.10			2793.10
Leadership	56.44			56.44
Model U.N.	505.89	475.00		980.89
Multi-Cultural Club	305.00			305.00
Radio	1621.52	147.83		1769.35
Science Club	126.09			126.09
S.E.A. Club	30.00			30.00
Workability/Cardinal Express	146.41			146.41
Yearbook	-5774.29	10712.92		4938.63
Yoga Club	0.00			0.00
A/E WEEK	0.00			0.00
AE WEEK Art Center	25.00			25.00
AE WEEK Ashland	0.00			0.00
AE WEEK Biking	0.00			0.00
AE WEEK Celebration of Self	351.69		207.00	144.69
AE WEEK Coastal Adventures	0.00	130.00		130.00
AE WEEK College Tours	370.25			370.25
AE WEEK Creative Writing	0.00			0.00
AE WEEK Culinary	94.31			94.31
AE WEEK Drivers Ed Class	300.00			300.00
AW WEEK E-Lab	45.00			45.00
AE WEEK Engineering Extravaganza	857.30			857.30
AE WEEK First Responder Academy	1403.29			1403.29
AE WEEK Learning in La-La Land	237.27			237.27
AE WEEK Media Film	0.00			0.00
AE WEEK San Francisco	634.00			634.00
AE WEEK Sierra Adventure	0.00			0.00
AE WEEK Top Sail	0.00			0.00
AE WEEK Volunteer Crew	76.14			76.14
AE WEEK Washington DC	1392.67			1392.67
AE WEEK Wind Surfing	181.07			181.07
AW WEEK Woodworking	0.00			0.00
AE WEEK Yosemite Institute	0.00			0.00
AE WEEK Reserve	99.84			99.84
TO BE REFUNDED	-207.00	207.00		0.00
TOTAL	51954.22	14969.12	1674.15	65249.19

MENDOCINO GRAMMAR SCHOOL
 STUDENT BODY ACCOUNT
 2021-2022 MONTHLY SUMMARY
 PERIOD: JULY 2022

	BALANCE	INCOME	EXPENSE	NEW BALANCE
KINDERGARDEN	0.00			0.00
1st GRADE	20.00			20.00
2nd GRADE	-72.84			-72.84
3rd GRADE	122.50			122.50
4-5 GRADES	151.34			151.34
COMPTCHE SCHOOL	0.78			0.78
GENERAL STUDENT BODY	3.55			3.55
MULTI-PURPOSE STAGE	45.07			45.07
To be Reimbursed MUSD	-225.00			-225.00
TOTAL	45.40	0.00	0.00	45.40

**MENDOCINO MIDDLE SCHOOL
STUDENT BODY ACCOUNT
2022-23 MONTHLY SUMMARY
PERIOD: JULY 2022**

DESCRIPTION	Beginning Balance	Income	Expenses	Ending Balance
6-8 Art Field Trips	\$ 289.98			\$ 289.98
6-8 Boys Free Throw	\$ -			\$ -
6-8 Girls Free Throw	\$ -			\$ -
6th Grade Class	\$ (230.00)			\$ (230.00)
6th Grade Trips	\$ 6,120.48			\$ 6,120.48
6-8 Trips	\$ -			\$ -
7-8 Boy's BB	\$ 2,416.04			\$ 2,416.04
7-8 Girl's BB	\$ (323.37)			\$ (323.37)
7th Grade Class	\$ 2,595.17			\$ 2,595.17
8th Grade Class	\$ -			\$ -
8th Grade Trip	\$ 64.45			\$ 64.45
Art Fund	\$ (649.33)			\$ (649.33)
Athletics	\$ 1,023.01			\$ 1,023.01
AVID	\$ -			\$ -
Chess Club	\$ -			\$ -
Chorus	\$ -			\$ -
Cooking Club	\$ 271.93			\$ 271.93
Film Club	\$ 88.50			\$ 88.50
Grad Dance	\$ -			\$ -
Maker Faire	\$ -			\$ -
Outdoor Survival	\$ -			\$ -
PE Fund	\$ -			\$ -
School Supplies	\$ 144.41			\$ 144.41
Science	\$ 306.48			\$ 306.48
Student Council	\$ 1,540.53	\$0.87		\$ 1,541.40
Volleyball	\$ 5,664.36			\$ 5,664.36
Yearbook	\$ 583.62			\$ 583.62
Yearend Activities	\$ -			\$ -
TOTAL	\$ 19,906.26	\$0.87	\$0.00	\$ 19,907.13

GENERAL FUNDS				
	Athletic Travel/Requests	1199.68		1199.68
	Athletics - Officials only	4292.80		4292.80
	CTE Art	854.00		854.00
	CTE Media	0.00		0.00
	CTE Woodshop	949.83		949.83
	Facilities (key dep)	1908.05		1908.05
	Library	96.20		96.20
	MCHS General	1579.38		1579.38
	MCHS Outdoor Leadership	493.15		493.15
	MCHS Yearbook	560.00		560.00
	PACT Testing	525.00		525.00
	PSAT/SAT workbooks	1050.00		1050.00
	Request (donations/interest)	150.22	2.80	153.02
	Sober Grad	2164.49		2164.49
	Skate Ramp Fund	500.87		500.87
	SONAR	4273.34		4273.34
	Store	160.33		160.33
	Student Council	1644.22		1644.22
	Youth Prevention	92.50		92.50
CLASSES				
	Class of 16	500.00		500.00
	Class of 19	306.26		306.26
	Class of 21	327.48		327.48
	Class of 22	990.29		990.29
	Class of 23	1970.00		1970.00
	Class of 24	67.00		67.00
	Class of 25	1164.41		1164.41
FALL SPORTS				
	Boys Soccer	238.76		238.76
	Football	134.12		134.12
	Girls Soccer	25.00		25.00
	Volleyball	891.85		891.85
WINTER SPORTS				
	Boys Basketball	1641.85		1641.85
	Girls Basketball	2187.31		2187.31
SPRING SPORTS				
	Baseball	500.00		500.00
	Golf	0.00		0.00
	Softball	367.73		367.73
	Tennis	64.97		64.97
	Track	0.00		0.00
CLUB				
	Amnesty	387.87		387.87
	Art Club	542.85		542.85
	Body Positive	0.00		0.00
	Chorus	152.21		152.21
	CSF	667.34		667.34
	Culinary	4702.62		4702.62
	Electronics	1121.69		1121.69
	Horticulture/Botany Club	2129.35		2129.35
	Improv club	334.07		334.07
	Interact Club-Activity	4203.36		4203.36
	Interact Club-Administrative	2793.10		2793.10
	Leadership	56.44		56.44

Model U.N.	980.89			980.89
Multi-Cultural Club	305.00			305.00
Radio	1769.35	43.77		1813.12
Science Club	126.09			126.09
S.E.A. Club	30.00			30.00
Workability/Cardinal Express	146.41			146.41
Yearbook	4938.63			4938.63
Yoga Club	0.00			0.00
A/E WEEK				
AE WEEK Art Center	25.00			25.00
AE WEEK Ashland	0.00			0.00
AE WEEK Biking	0.00			0.00
AE WEEK Celebration of Self	144.69			144.69
AE WEEK Coastal Adventures	130.00			130.00
AE WEEK College Tours	370.25			370.25
AE WEEK Creative Writing	0.00			0.00
AE WEEK Culinary	94.31			94.31
AE WEEK Drivers Ed Class	300.00			300.00
AW WEEK E-Lab	45.00			45.00
AE WEEK Engineering Extravaganza	857.30			857.30
AE WEEK First Responder Academy	1403.29			1403.29
AE WEEK Learning in La-La Land	237.27			237.27
AE WEEK Media Film	0.00			0.00
AE WEEK San Francisco	634.00			634.00
AE WEEK Sierra Adventure	0.00			0.00
AE WEEK Top Sail	0.00			0.00
AE WEEK Volunteer Crew	76.14			76.14
AE WEEK Washington DC	1392.67			1392.67
AE WEEK Wind Surfing	181.07			181.07
AW WEEK Woodworking	0.00			0.00
AE WEEK Yosemite Institute	0.00			0.00
AE WEEK Reserve	99.84			99.84
TO BE REFUNDED	0.00			0.00
TOTAL	65249.19	46.57	0.00	65295.76

AGREEMENT
For Fuel Pump Access
Between Mendocino Unified School District
And
Mendocino Fire Protection District

This revised Agreement ("the Agreement") is made and entered into this 1st day of July, 2022 by and between the Mendocino Unified School District ("MUSD") and the Mendocino Fire Protection District ("MFPD").

RECITALS

A. MUSD owns fuel tanks and pumps ("the tanks and pumps") suitable to dispense dyed diesel fuel and regular gasoline, and used to fuel school buses and other MUSD vehicles.

B. MFPD qualifies for use of dyed diesel fuel and is in need of access to such fuel and to regular gasoline for MFPD vehicles. MFPD can achieve financial savings of public funds if it can find a reliable alternative to purchasing such fuels at retail rates.

C. MUSD is willing to provide MFPD access the tanks and pumps to obtain dyed diesel fuel and regular gasoline under the terms and conditions of this Agreement and is able to do so without adversely affecting the fueling and operation of school buses and other MUSD vehicles.

Now therefore, based on the forgoing and the terms and conditions of this Agreement, MUSD and MFPD agree as follows:

1. Term

(a) This Agreement shall commence on the date first written above and shall continue in effect for one calendar year thereafter, unless earlier terminated in accordance with Section 1(b) or 1(c). Thereafter, the Agreement may be renewed upon such terms and conditions as the parties may mutually agree to in writing.

(b) This Agreement may be terminated by either party upon thirty days advance written notice to the other party.

(c) This Agreement may be terminated by MUSD upon one day advance written notice to MFPD if MUSD reasonably believes that it could be characterized as a "reseller" of dyed petroleum or gasoline by virtue of the Agreement.

2. Duties of MUSD

- (a) MUSD shall make best efforts to purchase dyed diesel fuel and regular gasoline for storage in the fuel tanks in sufficient quantities to service all school busses and MUSD vehicles, as well as MFPD's needs for its vehicles.
- (b) Within ten calendar days of the date that this Agreement is fully executed by the parties, and thereafter on as-needed basis as the parties may mutually agree, MUSD will provide training to MFPD personnel on use of the fuel pumps, spill protection equipment, and associated record keeping procedures.
- (c) MUSD shall allow MFPD access to the tanks and pumps for the purposes of fueling MFPD vehicles with dyed diesel fuel and regular gasoline.
- (d) MUSD shall make reasonable efforts to provide MFPD means sufficient to enable MFPD to account for the amounts of dyed diesel fuel and regular gasoline that it takes from the tanks and pumps.
- (e) MUSD shall maintain, repair and/or replace to the tanks and pumps as necessary in its sole discretion.
- (f) MUSD shall have no obligation under this Agreement that could cause it to be characterized as a "reseller" of dyed diesel fuel or gasoline. Should either party have reason to believe that there is a basis to characterize MUSD as a "reseller," it shall immediately notify the other party in writing.
- (g) In the event that an emergency is declared by the MUSD Board of Trustees or by any other duly constituted local, state or federal authority, MUSD shall have first use of all gasoline and dyed diesel fuel for the term of the declared emergency.
- (h) Should dyed diesel fuel or regular gasoline be unavailable to MUSD due to any condition not entirely within MUSD's control (including, but not limited to, restrictions or limitations in supplies imposed the Supplier or any other source), MUSD shall have no obligations under this Section 2, for the term of such unavailability.
- (i) MUSD shall promptly notify MFPD in writing of MFPD's share of the cost of gas invoiced by the Supplier by providing a copy of the Supplier's invoice and a detailed accounting of MFPD's share of the invoice (based on gallons pumped and accounted for by MFPD).
- (j) MUSD shall promptly notify MFPD in writing in the event that the Supplier changes. Such notice shall include the new supplier's address, telephone number and other reasonable and readily available contact information.

3. Duties of MFPD

- (a) Subject only to the provisions of Section 2(d), MFPD shall be solely responsible to account for all dyed diesel fuel and regular gasoline it draws from the tanks and pumps

and to provide a check to MUSD payable to the Supplier within ten days of receipt of notification described in Section 2(i). Unless the parties agree otherwise in writing, MFPD shall manually enter its accountings of diesel fuel and regular gasoline in record sheets provided for that purpose by MUSD.

(b) MFPD shall assure that all MFPD personnel fueling from the pumps and tanks are adequately trained in the use of the pumps, spill protection equipment and associated record-keeping procedures, whether such training is provided by MUSD or by another source.

(c) MFPD shall assure that all MFPD personnel fueling from the pumps and tanks shall leave pumps in a clean, safe and acceptable condition.

(d) MFPD shall pay MUSD 9.8% of the cost of fuel pumped by MFPD as and for reimbursement of direct and indirect costs incurred by MUSD in performance of its obligations under this Agreement. MFPD agrees that this constitutes a fair and accurate measure of MUSD's direct and indirect costs. MUSD shall invoice MFPD quarterly, in writing. Each invoice shall include a detailed accounting of the gallons pumped by MFPD for that quarter.

(e) *For the 12-month period ending April 30, 2012, MFPD used 12% of all fuel pumped from the two tanks. Should the prorated share of fuel used by the MFPD change by more than 25% in any year (to less than 9% or more than 15% of all fuel pumped), the parties will meet to recalculate the percentage of cost to be paid by the MFPD for direct and indirect costs.*

(f) *Should MFPD install pumps for use by MFPD, MFPD shall pay all costs to install, maintain, and repair the pumps as necessary. In this event, MFPD will no longer use pumps owned by MUSD, except in case of emergency and with the permission of MUSD. Likewise, MUSD will not use pumps owned by MFPD except in case of emergency and with the permission of MFPD.*

(g) MFPD shall pay all other costs, including but not limited to any and all taxes, fees and assessments of any sort, associated with its purchase or use of dyed diesel fuel and/or gasoline provided to it pursuant to this Agreement.

4. Hold Harmless/ Indemnification

(a) Neither MUSD nor any officer or employee thereof shall be responsible for any damage or liability occurring by reason of anything done or omitted to be done by MFPD under or in connection with any work, authority or jurisdiction delegated to MFPD under this agreement. It is expressly understood and agreed that MFPD shall defend, hold harmless, and indemnify MUSD and its officers, agents and employees from any and all claims, demands, losses, liability, suits or judgments arising out of, or alleged to arise out of, anything done or omitted to be done by MFPD or its officers, agents, or members, under or in connection with any work, authority or jurisdiction delegated to MFPD under

or by virtue of this agreement. This Section 4(a) shall include, but not be limited to, any claim made by the Supplier, as such is presently constituted or may be constituted hereafter, against MUSD for the failure to pay for any fuel dispensed to MFPD under this Agreement. This Section 4(a) shall include, but not be limited to, any claim made against MUSD in whole or in part based on an allegation that MUSD is a "reseller" of dyed diesel fuel or regular gasoline.

(b) Neither MFPD nor any officer or member thereof shall be responsible for any damage or liability occurring by reason of anything done or omitted to be done by MUSD under or in connection with any work, authority or jurisdiction delegated to MUSD under this agreement. It is expressly understood and agreed that MUSD shall defend, hold harmless, and indemnify MFPD and its officers, agents and members from any and all claims, demands, losses, liability, suits or judgments arising out of, or alleged to arise out of, anything done, or omitted to be done, by MUSD or its officers, agents, or employees, under or in connection with any work, authority or jurisdiction delegated to MUSD under or by virtue of this agreement.

5. Dispute Resolution

Except as provided in Section 5(b), in the event of any dispute between MUSD and MFPD concerning any term or condition of this Agreement, the parties shall first promptly meet and negotiate in good faith to reach a compromise. Should such efforts fail, if the monetary amount is within the then-current jurisdictional amount of the Small Claims Court, either party shall then have the right to file an action in the Small Claims court as its sole remedy. Should such efforts fail, if the monetary amount is above the then-current jurisdictional amount of the Small Claims court either party shall have the right to demand and proceed to binding arbitrator before a single arbitrator chosen jointly by the parties.

6. General Provisions

(a) Each party to this Agreement is an independent contractor and not an employee, agent, joint venturer or partner of the other party.

(b) Neither party shall assign its rights under this Agreement without the prior written approval of the other party, which approval shall not unreasonably be withheld.

(c) Any and all notices to be given by either party to the other shall be in writing, either by personal delivery or by mail postage prepaid. Mailed notices shall be addressed as follows: (i) To MUSD: Attn: Superintendent of Schools; (ii) To MFPD: Attn: President Mendocino Fire Protection District.

(d) Entire Agreement. This Agreement constitutes the final, complete and exclusive statement of the terms of the agreement between the parties pertaining to the subject matter of this Agreement and supersedes any and all other agreements, either oral or written, which may exist between the parties. Each party to this Agreement acknowledges that no

representations, inducements, promises or agreements which are not embodied herein have been made by any party and that no agreement, statement or promise not contained herein shall be binding on the parties.

(e) **Waiver.** No term or provision herein shall be deemed waived and no breach excused unless such waiver or consent shall be in writing and signed by the party claimed to have waived or consented. Any consent by a party to or waiver of a breach by the other, whether express or implied, shall not constitute a consent to, waiver of, or excuse for any other different or subsequent breach.

(f) **Jurisdiction.** This Agreement is hereby deemed to have been made and entered into by the parties at Mendocino, California and shall be construed according to the laws of the State of California.

(g) **Severability.** If any provision in this Agreement is held by a court of competent jurisdiction to be invalid, void or unenforceable, the remaining provisions will continue in full force and effect.

(h) **Changes.** No amendment, alteration or variation in the terms of this Agreement shall be valid unless made in writing and signed by both parties hereto.

(i) **Authority.** Each party hereby represents and warrants that he/she/it had full power and authority to enter into and perform his/her/its obligations under this Agreement and that the person signing this Agreement has been properly authorized and empowered to enter into it. Each party acknowledges that he/she/it has read, understands and agrees to be bound by the Agreement.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the date first set forth above.


Mendocino Unified School District

By:


Jason Morse
Superintendent

Mendocino Fire Protection District

By:


Edward O'Brien
President



2240 Old River Road
Ukiah, CA 95482-6156

Ph. (707) 467-5001
Fax (707) 462-0379

MICHELLE HUTCHINS
Superintendent of Schools

SERVICE

EXCELLENCE

INNOVATION

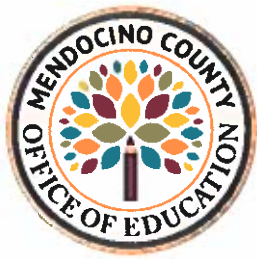
TEAMWORK

AGREEMENT OF THE PARTICIPATING SCHOOL DISTRICTS IN MENDOCINO COUNTY REGARDING INTERDISTRICT ATTENDANCE AGREEMENTS

(Education Code Sections 46600 et seq.)

This Agreement is made and entered into by and between the undersigned school districts and shall be effective as of July 1, 2022. The parties agree as follows:

1. Education Code 46600(a) provides that “[t]he governing boards of two or more school districts may enter into an agreement for a term not to exceed five school years, for the interdistrict attendance of pupils who are residents of the districts.”
2. Education Code 46600(a) further provides that “[t]he agreement shall stipulate the terms and conditions under which interdistrict attendance shall be permitted or denied.”
3. Education Code 46600 authorizes districts to include in the interdistrict attendance agreement “standards for reapplication agreed to by the school district of residence and the school district of enrollment” and “may stipulate terms and conditions established by the school district of residence and the school district of enrollment under which the permit may be revoked.”
4. The undersigned school districts seek to serve the students in their districts in an efficient and collaborative manner.
5. Pursuant to Education Code section 46600, the parties agree that the respective policies of the district of residence and district of attendance shall control approval, denial, and revocation of interdistrict attendance permits. The parties acknowledge that these board policies and administrative regulations may be amended during the duration of this Agreement.
6. Each of the undersigned school districts shall continue to exercise its full authority to accept and reject interdistrict transfer applications as permitted by law.
7. This Agreement shall govern all existing interdistrict transfer permits and any applications for interdistrict transfer permits submitted for the 2022-23 school year and thereafter.
8. This Agreement shall continue for a five-year term. Each year, the parties will review this Agreement for purposes of extending the term for an additional year.
9. In the event a school district has converted some of its school program to a charter school, this Agreement shall not apply to the charter school grade level(s). Such a school district must specify in their records whether a student is enrolling in the charter school program or the regular school program, and must secure interdistrict attendance permits for students enrolling in the regular school program.
10. Any of the undersigned school districts may terminate its obligations under this Agreement upon giving ninety (90) days prior written notice to the other parties in this Agreement.
11. This Agreement shall supersede all prior interdistrict attendance agreements between the parties.



2240 Old River Road
Ukiah, CA 95482-6156

Ph. (707) 467-5001
Fax (707) 462-0379

MICHELLE HUTCHINS
Superintendent of Schools

SERVICE

EXCELLENCE

INNOVATION

TEAMWORK

District	Board President	Signature	Date of Governing Board Approval
Arena/Point Arena	_____	_____	_____
Anderson Valley	_____	_____	_____
Fort Bragg	_____	_____	_____
Laytonville	_____	_____	_____
Leggett	_____	_____	_____
Manchester	_____	_____	_____
MCOE Alternative Education	_____	_____	_____
Potter Valley	_____	_____	_____
Mendocino	_____	_____	_____
Round Valley	_____	_____	_____
Ukiah	_____	_____	_____
Willits	_____	_____	_____

This Agreement shall supersede all prior interdistrict attendance agreements between the parties.

MENDOCINO COUNTY INTERDISTRICT TRANSFER AGREEMENT



STEP 1: To be completed by parent/guardian (please print)

Transfer requested for: <input type="checkbox"/> New student <input type="checkbox"/> Current school year <input type="checkbox"/> Continuing student <input type="checkbox"/> Next school year		Current grade: _____ Next grade: _____ 20____ - 20_____	Date of Request
Student Name (Last, First)		Birth Date	
Current or Last School of Attendance		Current or Last District of Attendance	
School of Residence		District of Residence	
School Requested		District Requested	
Parent/Guardian Name		Contact Number: <input type="checkbox"/> Home <input type="checkbox"/> Work <input type="checkbox"/> Cell	
Email Address		Contact Number: <input type="checkbox"/> Home <input type="checkbox"/> Work <input type="checkbox"/> Cell	
Address		City/Zip	
Is the student currently pending disciplinary action or under an expulsion order? <input type="checkbox"/> Yes <input type="checkbox"/> No			
Does this student currently receive special education or other special services, such as section 504? (Attach current IEP or 504 plan)			
<input type="checkbox"/> Yes, Section 504 <input type="checkbox"/> Yes, Special Education <input type="checkbox"/> Yes, Speech/RSP <input type="checkbox"/> No, Does Not Apply Other: _____			
What is/are the reason(s) for the request? Please provide written documentation/evidence. (Check all that apply)			
<input type="checkbox"/> Bullying (priority given) <input type="checkbox"/> Complete Final Year at Current School <input type="checkbox"/> Health & Safety <input type="checkbox"/> Specialized Program <input type="checkbox"/> Continuing Enrollment <input type="checkbox"/> Recommended by SARB <input type="checkbox"/> Proposed Change in Residence <input type="checkbox"/> Change in Social Environment <input type="checkbox"/> Child Care: (address/phone of child care provider) _____ <input type="checkbox"/> Sibling: (name(s)/grade of siblings) _____ <input type="checkbox"/> Other: _____			

I declare, under penalty of perjury under the laws of California, that the information provided above is true and accurate. I understand that this information may be verified and that inaccurate or false information may subject my request to denial or revocation. I understand that I am responsible for the transportation of my student. I further understand that, to maintain this permit, my student must comply with the terms and conditions of the districts' attendance agreement, if any, which includes but is not limited to those terms and conditions set forth below and the academic, behavior, and attendance policy requirements of the district of desired attendance. I understand that the interdistrict attendance permit must be renewed annually, if the above listed districts have an attendance agreement which provides for such. I further understand that neither district may rescind an existing permit for a student entering grades 11 or 12 in the subsequent school year.

Parent/Guardian Signature _____ Date _____

STEP 2: District of Residence

Date Received: _____

District: _____

Decision: Approved Denied

Comments: _____

By: _____

Title: _____ Date: _____

Authorized Signature: _____

STEP 3: Proposed District of Attendance

Date Received: _____

District: _____

Decision: Approved Denied

Comments: _____

By: _____

Title: _____ Date: _____

Authorized Signature: _____

IMPORTANT: Requests will be considered based on local board policies. The District of Residence will forward the approved request to the District Requested. The District Requested will mail the parent/guardian the approved form.

PARENTS RIGHTS AND DUTIES

As a parent or legal guardian, you have the right to:

- Request an interdistrict attendance agreement from your district of residence. If one or both parents or legal guardians are employed within the boundaries of a school district that is not their district of residence, they may be eligible for residency with the district in which their place of employment is located, pursuant to the "Allen Bill," at Education Code section 48204(b). This form should not be used to meet residency requirements under the Allen Bill. Additionally, this form should not be used for enrollment into a charter school.
- Receive a written copy of local school board policy relating to interdistrict attendance agreement requests from both the district of residence and the district you desire to attend. These policies stipulate the school boards' policies with regard to granting, denying, and revoking interdistrict attendance permits.
- Receive a written copy of the Districts' Attendance Agreement, if any, which stipulates the written agreement between the districts with regard to interdistrict attendance permits.
- Discuss your situation with your local district superintendent or appointed designee.
- If applicable, appeal an adverse decision to the school board denying the permit request, pursuant to that school board's policies, and receive written notice of local board action within a period of time specified by the board policy.
- Appeal a school district's decision regarding a request for interdistrict transfer to the Mendocino County Board of Education. Such an appeal must be filed within 30 calendar days of the date of the school district's final denial. Please refer to governing board policy for further information.
- Students with disabilities may not be discriminated against in the interdistrict transfer process. Information collected related to a student's disability should be used only to determine capacity in special education programs and/or if a school district would need to create a new program to serve a student.

You are encouraged to review the relevant school districts' governing board policies for further information and any additional rights.

TERMS AND CONDITIONS

- This Interdistrict Attendance Permit is valid only for the school year/s granted. This Permit expires at the end of the duration granted by both districts, and must be renewed prior to its expiration. A district may not require renewal for a student entering grades 11 and 12.
- This Permit may be revoked at any time by the district of attendance pursuant to their policies and regulations.
- If the student participates in any athletic program governed by the California Interscholastic Federation (CIF), he/she may not be eligible to participate at the new school. Parent/guardian should check the CIF rules before submitting this agreement.
- The parent/guardian is responsible for providing transportation to and from the school of attendance.

Each school district in Mendocino County has a local policy and criteria for accepting or denying requests for interdistrict attendance permits, which may or may not include the reasons listed on the previous page. After reviewing the policies of your district of residence and the district of desired attendance, fully complete the interdistrict attendance permit.



AFFILIATION AGREEMENT

This Affiliation Agreement ("Agreement") between Idaho State University, on behalf of its Physical and Occupational Therapy, Speech-Language Pathology, Audiology, Physical Therapist Assistant, and Occupational Therapy Assistant programs, located at 921 S. 8th Ave., Stop 8410, Pocatello, ID 83209-8410 (the "Program") and Mendocino Unified School District, located at 44261 Little Lake Road, Mendocino, CA 95460, (the "Facility") (each individually, a "Party," and collectively, the "Parties"), takes effect on March 16, 2022 ("Effective Date").

Background

- Program is a higher education institution having enrolled students (whether singular or plural, "Student") who have need for clinical education experiences (whether singular or plural, "Experience").
- The Parties desire each Program-selected Student to obtain clinical education experiences at the Facility.

Agreement

I. Mutual Responsibilities and Coordination.

- A. Exchange and Review. Each Party retains a privilege to exchange visits and review materials relevant to a Student's Experience.
- B. Non-discrimination. The parties agree that no part of this Agreement shall be performed in a manner which illegally discriminates against any person on the basis of race, sex, sexual orientation, gender identity, color, national origin, religion, age, mental or physical disability, veteran status, or any other protected class under applicable law.
- C. Organization. The Parties must cause the ACCE (defined below) to cooperate with Facility's clinical coordinator (or other designee) in arranging each Experience's schedule, content, objectives and goals.

II. Program Responsibilities.

- A. Definitions.
 - 1. "HIPAA" means CFR parts 160 and 164 and HITECH (Title XIII of the American Recovery and Reinvestment Act of 2009) as amended.
 - 2. "ACCE" means Program's academic coordinator of clinical education
- B. Duties. The Program shall:
 - 1. provide a statement to the Facility that describes the philosophy, goals, objectives, and schedule of:
 - a. the Program's curriculum generally; and
 - b. each Experience in particular;

2. ensure that each Student appropriately is assigned to the Experience, including:
 - a. evaluating the Student's competence and knowledge before the Experience begins;
 - b. assessing Student's health before Experience begins; and
 - c. requiring the Student to carry appropriate general and professional liability insurance;
3. ensure that the Student is knowledgeable concerning and has prepared for:
 - a. transportation needed to fulfill responsibilities at the Facility;
 - b. room and board concurrently with the Experience; and
 - c. scheduling arrival at and departure from the Facility;
4. ensure Students are made aware of and are directed to comply with Facility's applicable rules, regulations, policies, procedures, and requirements during their Experiences;
5. ensure that the Student has been made aware of each Program requirement and regulation for clinical education, including professional practice standards;
6. facilitate communication between the Parties, including:
 - a. appointing a member of Program's faculty to serve as ACCE;
 - b. notifying the Facility in writing of the identity of the ACCE and any Program-designated Program director;
 - c. notifying the Facility annually of each then-current academic year's clinical education schedule;
 - d. notifying the Facility of each specific Student assignment no later than ten working days before the Student's arrival, subject to the arrangement set forth below in Sections IV.B and IV.C; and
 - e. describing to the Facility specific Student outcome objectives for each assigned Student's Experience;
7. direct Students to comply with and participate in all of Facility's required trainings and orientations regarding Facility's policies and procedures governing any use or disclosure of individually identifiable health information under federal law, specifically including HIPAA; and
8. ensure at Facility's request that each Student signs and delivers to Facility before the Experience begins a copy of a Confidentiality Understanding (attached and incorporated into this Agreement as **Attachment A**).

III. Facility Responsibilities. The Facility shall:

- A. accept a mutually agreed upon number of Students which the Program has selected for an Experience period;
- B. provide any applicable annually updated information that is necessary to complete Program's Clinical Education Center Information form;
- C. notify the Program - no later than fifteen working days before a clinical assignment - of any change in Facility's ability to accept the Student;

- D. provide the Student a clinical schedule averaging forty (40) hours per week;
- E. complete and return each Student evaluation according to the Program's guidelines and schedule;
- F. not subject the Student to any sexual harassment act; and
- G. inform and train the Student regarding Facility's applicable rules, regulations, policies, procedures, and schedules, including HIPAA-related policies and practices.
- H. facilitate communication between the Parties, including appointing a member from Facility to serve as clinical coordinator and notifying the Program of the member's identity.
- I. certify it is either a hospital as defined by the Idaho No Public Funds for Abortion Act or is otherwise not an abortion provider and disclose if it or an affiliate is or becomes, during the term of the Agreement, an abortion provider and if it will use State facilities or public funds to provide, perform, participate in, promote or induce, assist, counsel in favor, refer or train a person for an abortion related activity. Program is subject to the No Public Funds for Abortion Act, Idaho Code § 18-8701 *et seq.* (the "Act") which prohibits state agencies from entering into a contract with an abortion provider, except for hospitals as defined in Idaho Code § 39-1301.

IV. Student Experience Characteristics.

- A. **No Employment relationship to Either Party.**
 - 1. *In General.* Facility's rules and regulations apply to each Student which Program assigns to an Experience.
 - 2. *Liability.* The Student is not considered an officer, employee, agent, representative, or volunteer of either Party for any purpose, including, but not limited to, liability, but instead is a Student engaged in educational Experiences as a part of the Program's curriculum.
 - 3. *HIPAA.* The Student specifically is not and must not be considered to be Facility's employee. But the Student is considered to be a member of the Facility's workforce, when engaged in any Agreement activity:
 - a. solely for the purpose under HIPAA to define the Student's role in relation to using and disclosing Facility's protected health information; and
 - b. as workforce is defined under 45 CFR 160.103.
- B. **Short-Notice Assignment.** In an emergency circumstance, Program has a right to assign a Student to an Experience upon less than ten days' notice to Facility. The Facility reserves a right to accept or reject that assignment.
- C. **Short-Notice Cancellation.** Program retains a right to cancel a Student's Experience assignment for academic or other good cause upon less than ten days' notice to Facility, with no duty to designate another Student as a replacement.
- D. **Assignment Refusal.** Facility retains a right for good cause to refuse any clinical assignment upon less than fifteen working days' notice.
- E. **Withdrawal.** Each Party is entitled at any time to withdraw the Student from the Facility after assignment for any of the following reasons that the Party must document:

1. the Student's unprofessional or unethical behavior;
2. the Facility's staff's unprofessional or unethical behavior that directly affects the Student's Experience;
3. the Student's failure to meet Program's prerequisite academic requirements; or
4. any good cause, including but not limited to, any medical emergency.

V. **Effective Duration.**

- A. **Term.** The Agreement's term begins on Effective Date and is continuous with automatic one-year renewals on each successive anniversary of the Effective Date.
- B. **Termination.** Each Party has a right at any time to terminate the Agreement upon no later than sixty (60) days' advance written notice to the other Party.
- C. In the event of termination of this Agreement by either party, Students currently assigned to clinical experiences at Facility at the time of notice of termination will be given the opportunity to complete their Experience at Facility, unless withdrawn as set forth in Section IV.E. above.

VI. **Liability.**

A. **Program Commitment.**

1. ***Insurance.*** Program at its own expense shall provide adequate liability insurance and/or self-funded coverage for its officers, employees, and agents. Program must ensure that its liability insurance has an occurrence-based form. Program, at Facility's request, will deliver a certificate of financial responsibility to Facility.
2. ***Program Responsibility:***
 - a. To the extent permitted by applicable law, including, but not limited to, the Idaho Tort Claims Act (I.C. § 6-901 *et seq.*), Program will be responsible for damage to persons or property resulting from the negligence on the part of itself, its officers, employees, or agents. Neither party will be considered the agent of the other and neither party assumes responsibility to the other party for the consequences of any act or omission of any person, firm, or corporation not a party to this Agreement. Program shall not be responsible for the acts or omissions of Facility its officers, employees, or agents.
 - b. Any claim which involves a Student shall be the responsibility of the Student insurance carrier.

B. **Facility Commitment.**

1. ***Insurance.*** Facility at its own expense shall provide adequate liability insurance coverage for its officers, employees, and agents. Facility, at Program's request, will deliver a certificate of insurance to Program.
2. ***Facility Responsibility.***

To the extent of Facility's preceding insurance coverage and permitted by

applicable law, the Facility will be responsible for damage to persons or property resulting from the negligence on the part of itself, its officers, employees, or agents. Neither party will be considered the agent of the other and neither party assumes responsibility to the other party for the consequences of any act or omission of any person, firm, or corporation not a party to this Agreement. Facility shall not be responsible for the acts or omissions of Program.

C. **Student Insurance.**

1. ***Student Requirement.*** Student is required to have general and professional liability insurance with limits of liability of \$1,000,000 per occurrence and \$3,000,000 aggregate.
2. ***Program Duty.*** The Program ensures that the VI.C.1 general and professional liability insurance coverage for any Student assigned to the Facility has been obtained before Program has assigned the Student. The Program, at Facility's request, will deliver a certificate of insurance to the Facility.

- VII. **The Parties agree** Program shall retain all of its governmental immunities and protections under applicable law, including, but not limited to, the Idaho Tort Claims Act (I.C. § 6-901 *et seq.*), which shall apply to the terms of this Agreement and any claims brought against Program. If Facility is a governmental entity, Facility shall also retain all of its governmental immunities and protections under applicable law.
- VIII. **Confidentiality.** The Facility agrees to treat Student records as confidential and shall not disclose any Student records to a third-party without the prior express written consent of Student, unless such disclosure is otherwise required or permitted by applicable law.
- IX. **Amendment.** Any change to this arrangement requires a written amendment executed by both Parties.
- X. **Notices.** Each Party must send any notice under this agreement in writing either hand-delivered or mailed by certified mail to the addresses set forth below.

Program Notification Address:

Idaho State University
General Counsel
921 S. 8th Ave., Stop 8410
Pocatello, ID 83209-8410

Facility Notification Address:

Mendocino Unified School District
44261 Little Lake Road
Mendocino, CA 95460

XI. **Binding Authority.** Each Party has authorized an undersigned individual to sign this Agreement on behalf of that Party.

Signed:

Program:

**IDAHO STATE UNIVERSITY
DISTRICT**

By:  _____

Rex Force, PharmD
SVP & VP for Health Sciences

Date: 3/18/22

Facility:

MENDOCINO UNIFIED SCHOOL

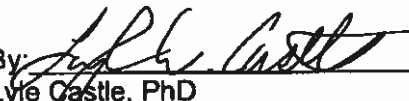
By: 

Printed Name: Kim Hummichouse

Title: Principal, Mendocino K8 School

Date: 3/16/22

and

By:  _____
Lyle Castle, PhD
VP for Academic Outreach

Date: 3/16/2022

ATTACHMENT A

Confidentiality Understanding

By signing and dating this Confidentiality Understanding, the undersigned Student indicates an understanding of, and agrees to be bound by, a certain Affiliation Agreement between Mendocino Unified School District, ("Facility") and Idaho State University, on behalf of its Physical and Occupational Therapy, Speech-Language Pathology, Audiology, Physical Therapist Assistant, and Occupational Therapy Assistant programs ("Program").

As a material part of any consideration that Student provides to Facility in exchange for Facility allowing the Student's clinical education at Facility, Student confirms that any patient information acquired during the clinical education is confidential, and Student at all times must maintain the confidentiality of and not disclose this information, whether during the clinical education or after it has ended.

Student further must abide by the applicable rules and policies of both Facility and Program while at Facility. Student understands that, in addition to other available remedies, Facility immediately may remove the Student and terminate the Student's clinical education if Facility considers the Student to endanger any patient, breach patient confidentiality, disrupt Facility's operation, or not to comply with any request by Facility including its supervisory staff.

I have read and understand the Affiliation Agreement, and I agree to abide by this Confidentiality Understanding.

Marina C. Keith

April 1, 2022

Student's Signature

Date

Marina Cochran-Keith

Student's Name (Print)

ISU's Program Witness (Signature)

Date

ISU's Program Witness Name and Title (Print)

**Memorandum of Understanding
Between Mendocino Unified School District and Fort Bragg Unified School District
For the 2022-2023 through 2024-2025 School Years**

This Memorandum and Understanding ("MOU" or Agreement") is made and entered by and between the Mendocino Unified School District ("MUSD") and the Fort Bragg Unified School District ("FBUSD"), collectively referred to as the "Parties."

RECITALS

- A. MUSD is a School District of Choice that accepts pupils who reside in other California school districts and wish to attend a school of MUSD under its School District of Choice Program outlined in its Board Policy and Administrative Regulation 5117.
- B. FBUSD is not a School District of Choice, but does process pupil transfer requests under Interdistrict Attendance laws.
- C. California Education Code section 48307 permits a school district to limit the number of pupils transferring out to three percent (3%) of its current year estimated average daily attendance and may limit the maximum number of pupils transferring out for the duration of the program to ten percent (10%) of the average daily attendance for that period.
- D. MUSD and FBUSD recognize that the number of pupils that have transferred out of FBUSD to MUSD under the District Of Choice Program for the duration of the program has reached 10% of the ADA for that period. However, MUSD and FBUSD recognize that FBUSD pupils have been allowed to continue to enroll in MUSD either under the District of Choice Program beyond the 10% cap.
- E. MUSD and FBUSD recognize that it is in the best interests of both school districts to work collaboratively to address and meet the needs of their respective students who wish to transfer between these districts.
- F. The purpose of this MOU is to outline a process by which both districts can meet on a yearly basis for the next three school years to review the number of pupils that have transferred between both districts under the District of Choice Program and Interdistrict Transfer process and provide an opportunity for Fort Bragg to set a cap on the number of students who are residents and are enrolled or wish to enroll in MUSD under the District of Choice Program.

In consideration of the promises contained herein, the Parties agree as follows:

1. Yearly Meeting: MUSD and FBUSD agree to meet during the month of October for every year that is subject to this MOU to review each district's ADA and identify the number of students that are residents of one district but are enrolled in the other district. FBUSD superintendent will propose a percentage or number cap on the maximum number of pupils that can transfer from FBUSD to MUSD under the District of Choice Program for the following school year, subject to approval by FBUSD's Governing Board. MUSD shall assess space availability and recommend to its Governing Board the number of transfer pupils that the District can accept under the School District of Choice Program for attendance in the following school year, including by way of identifying the number of transfers available for each grade level, school, and/or program of the District.

2. MUSD's Responsibilities:

- a. MUSD will comply with all statutory timelines pursuant to Cal. Educ. Code section 48308 in processing all pupil requests for enrollment to MUSD under the District of Choice Program.
- b. MUSD shall process the transfer applications in a manner that ensures pupils admitted through the School District of Choice Program are selected through a random, unbiased process that prohibits evaluation of whether or not the pupil should be enrolled based upon his or her academic or athletic performance.
- c. If there are more applications than spaces determined to be available for a specific grade, school and/or program, the superintendent shall determine if any pupils shall be given priority under its board policy/administrative regulation.
- d. If there are fewer applications than spaces determined to be available for a specific grade, school, and/or program, then the Superintendent or designee shall grant admission to all of the applicants for the upcoming school year, subject to the cap set by FBUSD for that school year.

3. FBUSD's Responsibilities: FBUSD shall notify MUSD by December 1 of every year subject to this MOU, of the percentage or number cap on the maximum number of pupils that can transfer from FBUSD to MUSD under the District of Choice Program for the following school year.

4. Interdistrict Transfer Process: Only under extraordinary circumstances shall pupils be allowed to apply for an interdistrict transfer from FBUSD to MUSD. Extraordinary circumstances include, but are not limited to, the pupil is a victim of sexual assault or bullying as defined under Cal. Educ. Code section 48900, to allow an 11th grade student to complete the remainder of their 11th and 12th grade years; or other reasons pertaining to unique student or family welfare.

6. Termination: This MOU may be terminated by either party by providing notice to the other party by December 1.

8. Construction: The language of all parts of this MOU shall, in all cases, be construed as a whole, according to its fair meaning, and not strictly for or against either Party. Any rule of construction that a document is to be construed against the drafting Party shall not be applicable to this MOU.

9. Governing Law Venue: This MOU shall be governed by and construed in accordance with the laws of the State of California and venue shall be in the appropriate court in Mendocino County.

10. Amendments: Any change, modification, or addition to this MOU must be in writing and signed by all Parties.

11. Entire Agreement: This MOU constitutes the entire agreement and understanding between the Parties. There are no oral understandings, terms, or conditions, and neither Party has relied upon any representation, express or implied, not contained in this MOU. All prior understandings, terms, or conditions are deemed merged into this MOU and its attachments.

12. Execution in Counterparts: This MOU may be signed in counterparts and a facsimile signature acts as an original.

13. Execution of other Documents: The Parties agree to cooperate fully in the execution of any and all other documents and the completion of any additional actions that may be necessary or appropriate to give full force and effect to the terms and intent of this MOU.

14. Board Approval/Ratification: Effect of this MOU is contingent upon approval or ratification by the Governing Boards of both Parties.

MENDOCINO UNIFIED SHOOOL DISTRICT

Date: 7/1/22

FORT BRAGG UNIFIED SCHOOL DISTRICT

Date: 4/28/2022



Jason Morse, Superintendent



Rebecca Walker, Superintendent



North Coast School of Education



**Memorandum of Understanding
Between**

**Sonoma County Superintendent of Schools as the Local Educational Agency
For the North Coast School of Education Programs,
Participating County Offices of Education,
and
Participating School Districts and Employing Agencies**

A. General

This Memorandum of Understanding (MOU) is between the Sonoma County Superintendent of Schools, serving as the Local Education, Agency (LEA) for the North Coast Teacher Induction Program, “Be A Teacher” Intern Program, Intern Support & Supervision Program, Designated Subjects Program, Permit Holder Professional Development Series (collectively “Program”) and the County Offices of Education, districts, schools, employing agencies, and independent charter schools (collectively “District”) signing below. The term of this MOU commences on **July 1, 2022**, and terminates on **June 30, 2023**.

B. Purpose

The purpose of the MOU is to establish a formal working relationship between the parties. The Program will provide and coordinate services and support to guide Candidates in meeting California credential requirements through the state-accredited Teacher Induction Credential Programs: General Education Clear and Education Specialist Clear Credential Program, Designated Subjects Credential Programs: Career Technical Education (CTE), Adult Education (AE), and the university-based Intern Program and “Be A Teacher” Intern Program. Throughout this document, new teachers from all of the credential areas are referred to as “Candidates” and experienced teachers are referred to as “Mentors.”

C. Eligibility

Eligible “Candidates” are those hired within the following credential and program categories;

- **Permit Holder Professional Development Series:** Candidates who have obtained a Provisional Intern Permit (PIP) or Short-Term Staff Permit (STSP).
- **Intern Program:** Candidates who have obtained an Intern Credential from an accredited partner university or “Be A Teacher” Intern Program.
- **Preliminary Credential Program:** Designated Subjects (CTE) and (AE) Candidates who meet the industry experience and pre-requisite CCTC requirements.
- **Clear Credential Program:** Candidates holding preliminary Multiple Subject, Single Subject, or Education Specialist Credential, Out of State and Out of Country trained teachers, and Designated Subjects (CTE) and (AE) Candidates.

D. LEA Responsibilities

1. Employ an NCSOE Superintendent whose primary duty is to administer the Program and employ support staff whose primary duty is to support the administration of the Program.
2. Provide sufficient and appropriate workspace for the NCSOE Superintendent, Regional Director, Program support staff, Program Coordinators, Curriculum Specialist, Registrar and Credential Advisors.
3. Provide office support services for the Consortium, including, but not limited to, mail service, phone, fax, Internet services, technology support, and meeting space for Program activities.
4. Provide business and legal services required for Program implementation for the region.
5. Develop and establish procedures for Program evaluation through the California Commission on Teacher Credentialing (CCTC) Accreditation Cycle. Submit Preconditions, Common Standards, Program Review state reports, and required fees in a timely manner.
6. Provide a process for equitable distribution of mentoring, support, formative assessment, and credential services to

Candidates and Mentors in all participating Districts and COEs within the region.

7. Convene Program Regional Advisory Board meetings a minimum of two times per year, District Coordinators' meetings two times per year, and Regional Leadership Team meetings a minimum of five times per year.
8. Develop and provide personalized, professional learning for Candidates and their Mentors to be held in multiple locations within the geographical region served by the parties.
9. Assume overall fiscal responsibility for the administration of the program budget, including submission of year-end expenditure reports and any other documentation required by CCTC and/or CDE in relation to the Program.
10. Establish a Budget Agreement and reporting requirements for the transfer of funds to Districts. The amount of funds distributed shall be based on the *actual* number of eligible Candidates and Mentors who enrolled in each calendar year and who have completed program requirements (i.e., Mentor stipends may be adjusted due to lack of completion).

E. County Offices of Education/Lead Districts

1. Appoint a liaison to serve on the Program Regional Advisory Board. The liaison should be a designee authorized by the County Superintendent of Schools, the Dean of Education, and/or the District Superintendent to fulfill the roles and responsibilities assigned to him or her. The liaison supports the Program by providing ongoing updates, communication, feedback for future planning and information to county office personnel, university staff, and district superintendents. The liaison also receives program updates to share out with their colleagues.
2. Assign one or more credential analyst(s) to work directly with Program staff to assist in identifying Candidates who are eligible for Program services as described by state guidelines and to assist school district staff in identifying eligible Candidates.
3. Provide meeting and conference rooms at no charge to the Program.
4. Provide the County Program Coordinator with office and/or storage space, computer and fax access, telephone services, and limited mailing, photocopying and office supplies as needed.
5. Provide for those Candidates enrolled in the Teacher Induction Program, provide collaborative employer input in the Candidates' development of an *Individual Learning Plan (ILP)* within the first 60-days of hire and in program evaluation including administrative mid-year survey, end-of-year surveys, and CCTC Accreditation. Employer understand that the ILP is used to guide professional development and not for the purpose of teacher evaluation or employment decisions.

F. District Responsibilities

1. Appoint a District Coordinator whose assignment includes dedicated time to fulfill the District Coordinator Roles and Responsibilities.
2. Identify all Candidates (Permit Holder, Intern, Induction, Designated Subjects) upon hire who are eligible for Program services as described by state guidelines.
3. Communicate to all site administrators the need to support program participants through program work and employer input in the Candidates' development of an Individual Learning Plan (ILP) within the first 60-days of hire, through collaborative goal-setting meetings at the start of each inquiry, and through a midyear check-in meeting. Employer might include release time (at the expense of the district) to support participants in required observations (one per semester) and/or observations of colleagues. Employer understands that the ILP is used to guide professional development and not for the purpose of teacher evaluation or employment decisions.
4. Provide Candidates release time for observations and one-to-one consultations with the Mentor as described in the District Roles and Responsibilities.
5. Make every effort to assign Candidates to classrooms appropriate to their novice status, avoiding whenever possible, combination classrooms, secondary assignments with multiple preps, teaching assignments at multiple sites, and multiple adjunct duties.
6. Provide newly-hired teachers with a District Orientation.
7. Ensure that Interns do not displace certificated employees and are evaluated on an annual basis.
8. Ensure that all Interns receive protected time for employer-provided support in weekly course planning, coaching within the classroom, problem-solving regarding students, curriculum and teaching. A District shall give special supervision and assistance to each Intern above and beyond that given to other newly employed certificated and newly

employed school personnel. A District shall seek the assistance of the college, university or “Be A Teacher” Intern Program in coordinating the program for the Intern. (*Education Code 44465*)

9. For Interns who have not yet completed the EL preparation, the district must assign the on-site Mentor or other designated individual, within the first 10 days of serving as a teacher of record on the Intern credential.
10. Intern Teachers hired within the participating district should be at sites that demonstrate a placement of students with disabilities in the Least Restrictive Environment, provide support for dual language learners with disabilities, and offer the opportunity for Intern Teachers to interact with different age groups in both general and special education settings reflecting the continuum of placement options. (CTC SPED Program Standard 3C.2)
11. Intern Teachers hired within the participating district should be at sites that reflect to the extent possible socioeconomic, linguistic and cultural diversity, and permit video capture for the Intern Teacher’s reflection. (CTC SPED Program Standard 3C.3)
12. Intern Teachers hired within the participating district should be at sites that allow the Intern Teacher to acquire at least 200 hours of early field experiences that included guided observations and initial teaching (e.g., co-planning, and co-teaching, or guided teaching) in the general education and special education settings. (CTC SPED Program standard 3A.12)
13. Intern Teachers hired within the participating district should be at sites that demonstrate a commitment to developmentally and culturally appropriate practices as well as collaborative relationships with families. (CTC SPED Program Standard 3C.1)
14. Assign a qualified Mentor to each eligible Candidate within 30 days of enrollment in the Program who meets the Commission’s identified criteria of a valid corresponding Clear or Life Credential, three (3) years successful teaching experience, and English learner authorization. Pair Candidates with Mentors who most closely match their teaching assignment, including grade level and subject matter, and their credential. NCSOE can, upon request, provide a Virtual Mentor for those districts unable to find suitable matches for current program participants. An Addendum to this MOU will be provided, upon request.
15. Utilize defined selection criteria to identify high-quality, experienced teachers to serve as Mentors for Candidates. Mentors must demonstrate effective coaching, interpersonal and communication skills and:
 - Display best practices in providing “just in time” (as needed) and longer-term analysis of teaching practice to help Candidates develop enduring professional skills.
 - Are committed to attend coaching/Mentor trainings, meetings and to meet weekly with Candidates;
 - Display willingness to work collaboratively with colleagues and regional NCSOE staff;
 - Embrace a positive attitude and disposition towards students and teaching;
 - Develop a sustained and thoughtful collegial relationship with Candidates;
 - Demonstrate leadership skills, curriculum expertise, and knowledge of district resources;
 - Serve as a role model for the teaching profession.
16. Provide Mentors compensated time to participate in the Program Mentor training on observation protocol, learning-focused conversations, “just-in-time” coaching and one-to-one consultations with Candidates(s) as described in the District Roles and Responsibilities.
17. Facilitate the distribution of Program funds to Mentors and District Coordinators for compensation.
18. Participate in the Program evaluation and the CCTC Accreditation Cycle, as needed.

G. Districts Fiscal Responsibilities and Terms

1. Credential Services are provided on a Fee-for-Service basis. In 2022/2023, the Fee will be \$3,500.00 per clear credential Candidate, Intern and Permit Holder registered in the Program. Refer to the current Fee-for-Service schedule for additional credentialing services provided (Designated Subjects Existing Credential Holder and Level II). Districts will be invoiced for each individual request for credential services. It is expected that invoices be paid promptly upon receipt or as agreed upon by both parties.
2. Funds will be credited to districts to offset the costs of the Mentor stipends at the rate of \$1,250 per eligible Clear Credential Candidate (includes Multiple Subject, Single Subject, Education Specialist, or Designated Subjects - CTE and AE) enrolled in the Program. Districts will receive \$1,250 per eligible Intern teacher and Permit Holder. (Mentor stipends are pro-rated when partial services are rendered.) Should the district contract with NCSOE for Virtual Mentor Services, the Mentor stipends will be processed according to the Addendum agreement.
3. Funds will be retained by SCOE/NCSOE to offset the cost of the Mentor stipend at the rate of \$1,250.00 per Candidate

where a Virtual Mentor has been assigned. Should the employing agency pay a higher rate for Mentor support, NCSOE will invoice the additional amount to the employing agency and pay the Virtual Mentor the agreed upon stipend. NCSOE will retain the allocated \$100 per participant funding from the District Coordinator stipend to offset hiring and training fees of each Virtual Mentor from employing agencies using these Virtual Mentor Services.

4. Funds will also be credited to districts to offset the costs of the District Coordinator's stipend, prorated, depending on the total number of new teachers as identified through the Program/District Roster and depending upon the number of Virtual Mentors employed, if this service is used by the district (see #2 above). District Coordinator compensation is at a rate of \$100.00 per Candidate, except as outlined above in #2 if Virtual Mentor services are used.
5. The District is responsible to facilitate the distribution of Funds to Mentors and District Coordinators for compensation, except as outlined above in #2 when Virtual Mentor services are used.

H. Other Terms and Conditions

All products and materials developed by the Program are the exclusive property of the LEA. District and COE employees, staff, and subcontractors shall not have the right to disseminate, market, or otherwise use the products or materials without the expressed written permission of the LEA designee.

As between the Parties hereto, it is understood and agreed that:

1. **Candidates Employment Status:**
Candidates are and shall remain District employees for any and all purposes throughout the term of this Agreement. Candidates shall not be considered an employee, agent, representative, nor independent contractor of LEA for any purpose whatsoever.
2. **Indemnification:**
District shall assume full responsibility for its employees. District agrees to hold and save LEA harmless from and against any claim, demand, action or cause of action that may be asserted by any District Program participant arising out of injury or death suffered by any District employee Program participants, including, but not limited to, third party actions for injury or death otherwise covered under applicable workers' compensation laws and regardless of the sole or concurring negligence of LEA.
3. **Maintenance of Records:**
District agrees to keep and maintain adequate and current written records in accordance with Program requirements during the term of this Agreement. The records will be in any format that may be specified by the State of California. The records will be available to LEA at all times.
4. **Assignment:**
This Agreement shall not be assigned by District. Any such assignment shall be null and void.
5. **Severability:**
The provisions of this Agreement are divisible; if any such provisions shall be deemed invalid or unenforceable, that provision shall be deemed limited to the extent necessary to render it valid and enforceable and the remaining provisions of this Agreement shall continue in full force and effect without being impaired or invalidated in any way.
6. **Waiver:**
No delay or omission by either party in exercising any right under this Agreement shall operate as a waiver of that or any other right. No waiver of any provision of this Agreement, or consent to any departure by either party from any provision shall be effective in any event unless it is in writing, designated a waiver and signed by the party waiving the breach. Such a waiver shall be effective only in the specific instance and for the purpose of which it is given.
7. **Constructions and Governing Law:**
The captions used in connection with this agreement are for reference purposes only and shall not be construed as part of this Agreement. This agreement shall be governed by and construed in accordance with the laws of the State of California.
8. **Entire Agreement:**
This Agreement supersedes all prior agreements, understandings, and communications between LEA and District, whether written or oral, express or implied, relating to the subject matter of this agreement and is intended as a complete and final expression of the terms of the agreement between LEA and District and shall not be changed or subject to change orally. The parties further agree and acknowledge that neither they nor anyone on their behalf made any inducements, agreements, promises, or representations other than those set forth in this Agreement.
9. **Third Parties:**

Except as otherwise explicitly provided herein, nothing in this agreement, whether expressed or implied, is intended to confer any rights or remedies under or by reason of this agreement on any other persons other than the Parties and their respective successors and assigns, nor is anything in this agreement intended to relieve or discharge the obligation or liability of any third persons to any Party, nor shall any provision give any third parties any right of subrogation or action over or against any of the Parties hereto. This Agreement is not intended to and does not create any third-party beneficiary rights whatsoever.

10. Relationship of the Parties:

No joint venture, partnership, agency or employment relationship is created by this agreement. No Party shall act as an agent or partner of any other Party or make any commitments for or create any obligations of any other Party except as provided herein without such other Party's prior written consent.

11. Compliance with the Family Educational Rights and Privacy Act ("FERPA"):

In addition to the foregoing obligations, if District provides SCOE/NCSOE with any legally confidential information including but not limited to confidential personnel information or "personally identifiable information" from student education records as defined by the Family Educational Rights and Privacy Act, 20 U.S.C. § 1232g, and the implementing regulations in Title 34, Part 99 of the Code of Federal Regulations ("FERPA"), HOST AGENCY hereby certifies that collection of this information from District is necessary for the performance of the SCOE/NCSOE'S duties and responsibilities on behalf of District under this Agreement. SCOE/NCSOE further agrees to handle information protected by FERPA in the same manner it would protect the confidentiality of patient records and/or the personally identifiable information of its employees.

The Parties will not discriminate against any employee, applicant or student enrolled in their respective programs because of age, creed, gender identity, national origin, race, sex, sexual orientation or any other basis protected by law.

12. Survival:

The provisions of this Agreement shall survive the expiration of the Term and the termination of this Agreement. Amendments and Extensions to this MOU may be made only by written agreement signed by all parties.

Authorized Signatures:

Authorized signatures below indicate understanding and acceptance of the terms of this Memorandum of Understanding.

Sonoma County Superintendent of Schools as LEA


Signature

Dr. Steven Herrington / Superintendent
Printed Name/Title

3-22-22
Date

North Coast School of Education


Signature

Jason A. Lea, Ed.D. / NCSOE Superintendent
Printed Name/Title

3-29-22
Date

Participating Agency

Name of District, School or County Office of Education: Mendocino Unified School District


Signature

Jason Morse
Printed Name/Title

8/10/22
Date

Cyber Insurance Program 2022-23

Individual Excess Cyber Coverage

Submitted by: Meg Kailikole, Business Manager

Regular Board Meeting, August 24, 2022

Background:

In the past, members of the Northern California Schools Insurance Group (NCSIG) and Northern California Relief (NCR) were covered by a primary Cyber group policy with an aggregate limit of \$15m, and an Excess Cyber group policy with an aggregate limit of \$5m. As claim frequency and severity among Public School Districts continues to rise, it is becoming difficult to obtain adequate Cyber coverage as insurers retreat from the market.

For 2022-23, our primary Cyber group policy will continue to be with the SAFER program, although the aggregate limit is reduced to \$12m. There is no Excess Cyber group policy available. The NCSIG board voted to pursue individual member Excess Cyber coverage and found it available through Cowbell Cyber Inc.

Cowbell coverage is written on Obsidian Specialty Insurance Company, which is AM Best A- rated, with a financial strength of VII (\$50m-100m) and stable outlook. The \$1m Excess Cyber coverage for 2022-23 is \$9,808.75, of which we have already paid \$2,229. Excess coverage seems prudent, given the increased level of phishing, spam and hacking activity.

Discussion:

- To put the \$12m aggregate policy in perspective:
 - Only \$6m of the \$12m aggregate total policy limits are available to members **Not In Compliance** with the 6 Cyber Best Practices (see below). MUSD is not in compliance.
 - If six of the non-compliant members had \$1m claims, the total policy limits would be eroded and the non-compliant members would be without coverage moving forward. Then if six Compliant members had \$1m claims the total policy aggregate limit would be eroded and no further coverage would exist for any member.
 - California Public School Districts are being targeted with more intensity than they were in the past. 5 years ago, SAFER member cyber claims averaged just over \$100,000. Several SAFER cyber claims in 2021-22 were in the \$800,000 - \$1.1m range. Recently, a Northern California District paid just short of a \$2m in a ransomware attack.
 - The likelihood of the SAFER cyber policy limits being eroded are greater than they ever have been, and the overall limits are less than last year.

SAFER Cyber Program 2022/2023 Best Practices

1. Multi-factor for all remote systems access. **(Non-comply)**
2. Firewalls and antivirus software are in place, and updated with critical patches within 30 days of release.
3. Employee cyber security awareness training has taken place in the last 12 months. **(Non-Comply – Instituting with 2022-23)**
4. Credible Endpoint Detection Response (EDR) tool is in place and active.
5. Data back-ups are stored offline and require separate credentials to access that are maintained outside of Active Directory or stored in a cloud service designed to protect such data from a ransomware attack.
6. Network vulnerability scans regularly take place.



Mendocino Unified School District
Excess Cyber Liability
2022/2023 Proposal

Mendocino Unified School District
Excess Cyber Proposal

CARRIER	Obsidian Specialty Insurance Company (via Cowbell)
AM Best Rating	A- (Superior)
California Status	Financial Size Category VII (\$50 million to \$100 million) Non-admitted
COVERAGE	Prime Plus Excess Cyber Insurance (Follow Form)
POLICY TERM	July 1, 2022 to July 1, 2023
TIER	2 (Non-Compliant)
AVERAGE DAILY ATTENDANCE	510
REVENUE	\$12,123,320.82
LIMITS OF LIABILITY	\$1,000,000 aggregate
Incident Response	\$1,000,000
Direct Network Interruption/Business Income	\$1,000,000
Contingent Network Interruption/Business Income	\$1,000,000
Bricking	\$250,000
Reputational Business Income	\$1,000,000
Cyber Extortion and Ransom	\$250,000 (subject to 25% coinsurance)
Privacy Regulatory Defense and Penalties	\$1,000,000
PCI Expenses and Penalties	\$250,000
Privacy and Network Security Liability	\$1,000,000
RETENTION	\$50,000 K12s with less than 9K avg daily attendance
MAJOR EXCLUSIONS	Follows underlying, plus: Pending or Prior Suits
ANNUAL PREMIUM	\$9,500.00
Surplus Lines Taxes and Fees (3.25%)	\$308.75
Total Cost	\$9,808.75
COMMISSION	10.5%
FORMS ATTACHED AT INCEPTION	<ul style="list-style-type: none"> • Prime Plus 100 1020 Prime Plus Excess Cyber Insurance Policy • Prime Plus 101 1020 Prime Plus Excess Cyber Insurance Policy Declarations • PN007 Plus 0920 Customer Notice of Privacy Policy And Producer Compensation Practices Disclosure • PN006 Plus 0920 Notice to Policyholders U.S. Treasury Department's Office of Foreign Assets Control (OFAC) • Prime Plus 029 10 20 Cap on Losses from Certified Acts of Terrorism • Prime Plus 102 1020 Drop Down Endorsement • Prime Plus 105 1020 Specific Individual/Entity Exclusion Endorsement • Prime Plus 107 1020 Pending or Prior Exclusion Endorsement • Prime Plus 117 1020 Non-Follow Form Endorsement • Prime Plus 075 12 20 Service of Process Endorsement

Mendocino Unified School District
Excess Cyber Proposal

WARRANTY STATEMENT OF NO KNOWN OR REPORTED LOSSES, CLAIMS, LAWSUITS OR OCCURRENCES

I/we have no knowledge of any losses, claims, lawsuits, or occurrences that have taken place or were first reported that will result in the submission of a claim to the Company.

I/we acknowledge that the Company is relying on this Warranty Statement in providing coverage.

I have no knowledge of any loss or damage that has occurred for which coverage might be claimed under my policy, number from the date of up to a.m./p.m. on. I have personal knowledge about the occurrences that could form the basis of a claim under the referenced insurance policy. In addition, I have made a diligent inquiry among all other persons insured by the policy to confirm the lack of any potential occurrence that could trigger an insurance claim before signing this Statement.

I agree that if any of the foregoing statements are untrue, in whole or in part, and a loss has occurred for which coverage might be claimed under the above policy during the time period stated above, the policy is and will be considered VOID in its entirety. I further agree that in such event, no coverage exists under the above policy for any such loss or damage. If the insurance company becomes obligated to pay defense costs, fees, or expenses or make any payment under the policy for any such loss or damage, the insurance company may seek reimbursement from me, and I agree to reimburse the insurance company for such defense costs, fees, or expenses.

It is further agreed that in the event such loss or damage has occurred, whether or not disclosed herein, no coverage will be afforded for such loss or damage under the policy.

Upon signing and accepting this Warranty of No Loss, I hereby acknowledge and agree that the insurance company is relying upon this Warranty and the truth of the statements, warranties, guarantees, and agreements made herein as an inducement to and in consideration for the reinstatement of the above policy.

It is agreed that in the event any term or provision of this Warranty is held by a court of competent jurisdiction to be invalid, void, or unenforceable, the remainder of the provisions of this Warranty shall remain in full force and effect and shall in no way be affected, impaired, or invalidated.

Meg Kailikole

Signed by (Printed Name)

Business Manager

Title

DocuSigned by:

Meg Kailikole

7/26/2022

Signature/ Title of Authorized Representative

Date

Mendocino Unified School District
Excess Cyber Proposal

DISCLOSURE STATEMENT

AssuredPartners agencies are licensed as insurance producers by the various States where we are transacting insurance, which includes the sale, solicitation, and servicing of insurance business, as well as advising on the relative benefits of certain insurance policies and risk management programs. Our agencies typically receive compensation from insurers in the form of commissions paid as a percentage of the premiums due the applicable insurance companies. Commissions can vary by insurance company, by volume of business placed with that company or the profitability thereof, and other factors. In other cases, depending on various State laws and the capacity in which our agency is acting, our agencies may receive other forms of compensation from insurers, insurance intermediaries, premium finance companies and other vendors; such as contingents, overrides, profit-sharing, premium finance fees, expense reimbursements, producer subsidies, award trips, meetings, and other incentives. We also earn interest on premiums we hold until it is time to pay the applicable insurance companies.

Our overriding desire is to provide great customer service, having you, the customer, believe we have earned our compensation. We believe in full disclosure of our compensation. Accordingly, if you have any questions about the compensation we receive from your policies (including policies we propose to you), please just ask your account representative, who will gladly provide you a summary of our compensation arising from your policies (some estimation may be necessary, for example where contingents are involved).

This proposal provides a summary of coverages. In the event of a conflict, the actual terms, conditions, limitations, and exclusions of the policy shall prevail.

I have reviewed and accept the attached Cyber Liability Proposal. Please accept this as our authorization to bind coverage **effective July 1, 2022** per the terms and conditions detailed in this proposal for:

Meg Kailikole

Signed by (Printed Name)

Business Manager

Title

DocuSigned by:
Meg Kailikole
800E0B5D0A7B4EC

Signature/Title of Authorized Representative

7/26/2022

Date

IMPORTANT NOTICE:

- 1. The insurance policy that you are applying to purchase is being issued by an insurer that is not licensed by the State of California. These companies are called “nonadmitted” or “surplus line” insurers.**
- 2. The insurer is not subject to the financial solvency regulation and enforcement that apply to California licensed insurers.**
- 3. The insurer does not participate in any of the insurance guarantee funds created by California law. Therefore, these funds will not pay your claims or protect your assets if the insurer becomes insolvent and is unable to make payments as promised.**
- 4. The insurer should be licensed either as a foreign insurer in another state in the United States or as a non-United States (alien) insurer. You should ask questions of your insurance agent, broker, or “surplus line” broker or contact the California Department of Insurance at the toll-free number 1-800-927-4357 or internet website www.insurance.ca.gov. Ask whether or not the insurer is licensed as a foreign or non-United States (alien) insurer and for additional information about the insurer. You may also visit the NAIC’s internet website at www.naic.org. The NAIC—the National Association of Insurance Commissioners—is the regulatory support organization created and governed by the chief insurance regulators in the United States.**
- 5. Foreign insurers should be licensed by a state in the United States and you may contact that state’s department of insurance to obtain more information about that insurer. You can find a link to each state from this NAIC internet website: https://naic.org/state_web_map.htm.**

6. For non-United States (alien) insurers, the insurer should be licensed by a country outside of the United States and should be on the NAIC's International Insurers Department (IID) listing of approved nonadmitted non-United States insurers. Ask your agent, broker, or "surplus line" broker to obtain more information about that insurer.

7. California maintains a "List of Approved Surplus Line Insurers (LASLI)." Ask your agent or broker if the insurer is on that list, or view that list at the internet website of the California Department of Insurance: www.insurance.ca.gov/01-consumers/120-company/07-lasli/lasli.cfm.

8. If you, as the applicant, required that the insurance policy you have purchased be effective immediately, either because existing coverage was going to lapse within two business days or because you were required to have coverage within two business days, and you did not receive this disclosure form and a request for your signature until after coverage became effective, you have the right to cancel this policy within five days of receiving this disclosure. If you cancel coverage, the premium will be prorated and any broker's fee charged for this insurance will be returned to you.

Date: 7/26/2022

Insured: Mendocino Unified School District

D-1 (Effective January 1, 2020)

December 31, 2021



Mendocino County Employees' Retirement Association

**Investment Measurement Service
Quarterly Review**

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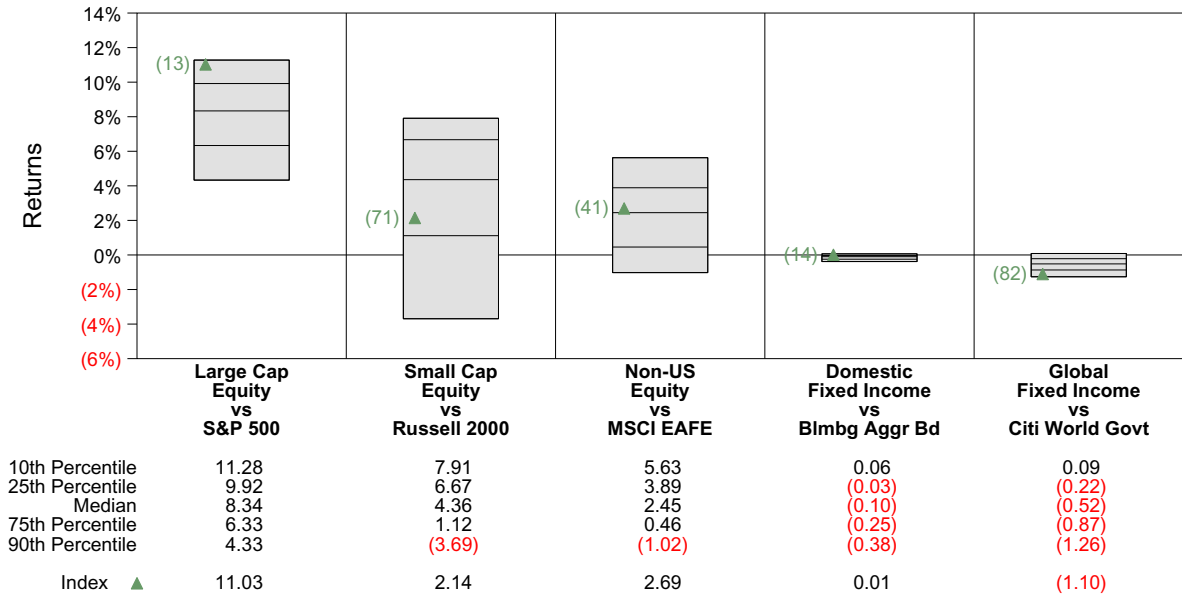
Market Overview

Active Management vs Index Returns

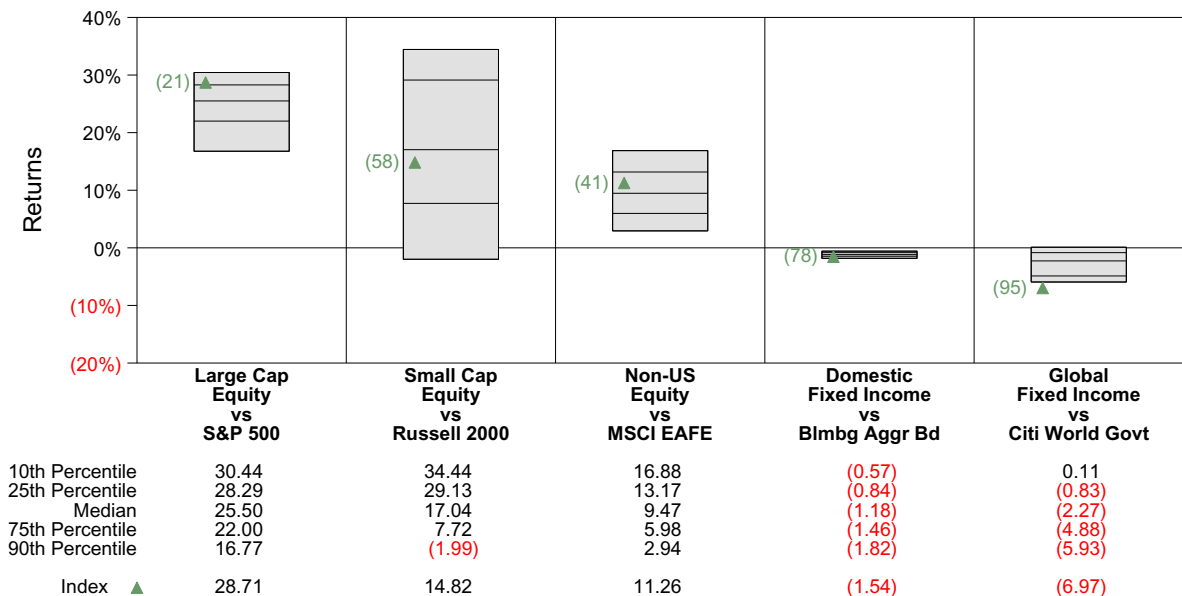
Market Overview

The charts below illustrate the range of returns across managers in Callan's Mutual Fund database over the most recent one quarter and one year time periods. The database is broken down by asset class to illustrate the difference in returns across those asset classes. An appropriate index is also shown for each asset class for comparison purposes. As an example, the first bar in the upper chart illustrates the range of returns for domestic equity managers over the last quarter. The triangle represents the S&P 500 return. The number next to the triangle represents the ranking of the S&P 500 in the Large Cap Equity manager database.

Range of Mutual Fund Returns by Asset Class One Quarter Ended December 31, 2021



Range of Mutual Fund Returns by Asset Class One Year Ended December 31, 2021

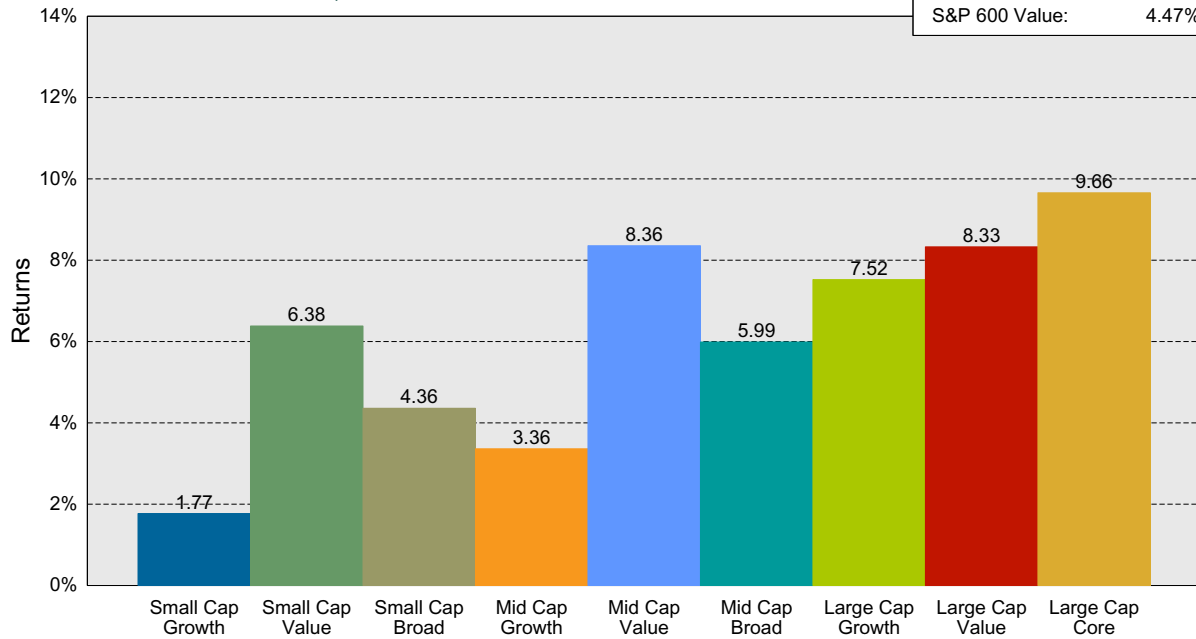


Domestic Equity Active Management Overview

The S&P 500 was one of the best-performing major indices for the quarter (+11.0%) and the year (+28.7%). While every sector posted double-digit results for the year, returns were mixed in 4Q. For the quarter, Communication Services (0%) was the laggard, and Real Estate (+18%) and Tech (+17%) took the top slots. For the year, the worst sector was Utilities (+18%) and the best was Energy (+55%). Since the market low in March 2020, the S&P 500 is up over 100%. Growth stocks outperformed value for the quarter and the year in the large cap space, but mid cap and small cap growth underperformed value for both periods.

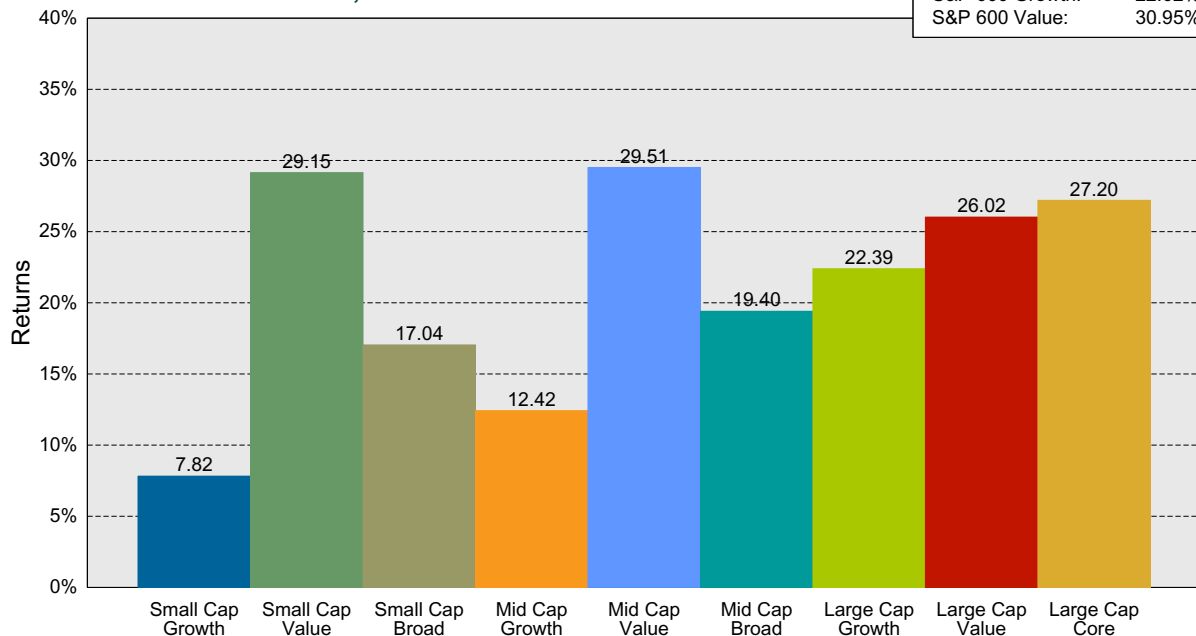
S&P 500:	11.03%
S&P 500 Growth:	13.37%
S&P 500 Value:	8.31%
S&P Mid Cap:	8.00%
S&P 600:	5.64%
S&P 600 Growth:	6.86%
S&P 600 Value:	4.47%

Mutual Fund Style Group Median Returns for Quarter Ended December 31, 2021



S&P 500:	28.71%
S&P 500 Growth:	32.01%
S&P 500 Value:	24.90%
S&P Mid Cap:	24.76%
S&P 600:	26.82%
S&P 600 Growth:	22.62%
S&P 600 Value:	30.95%

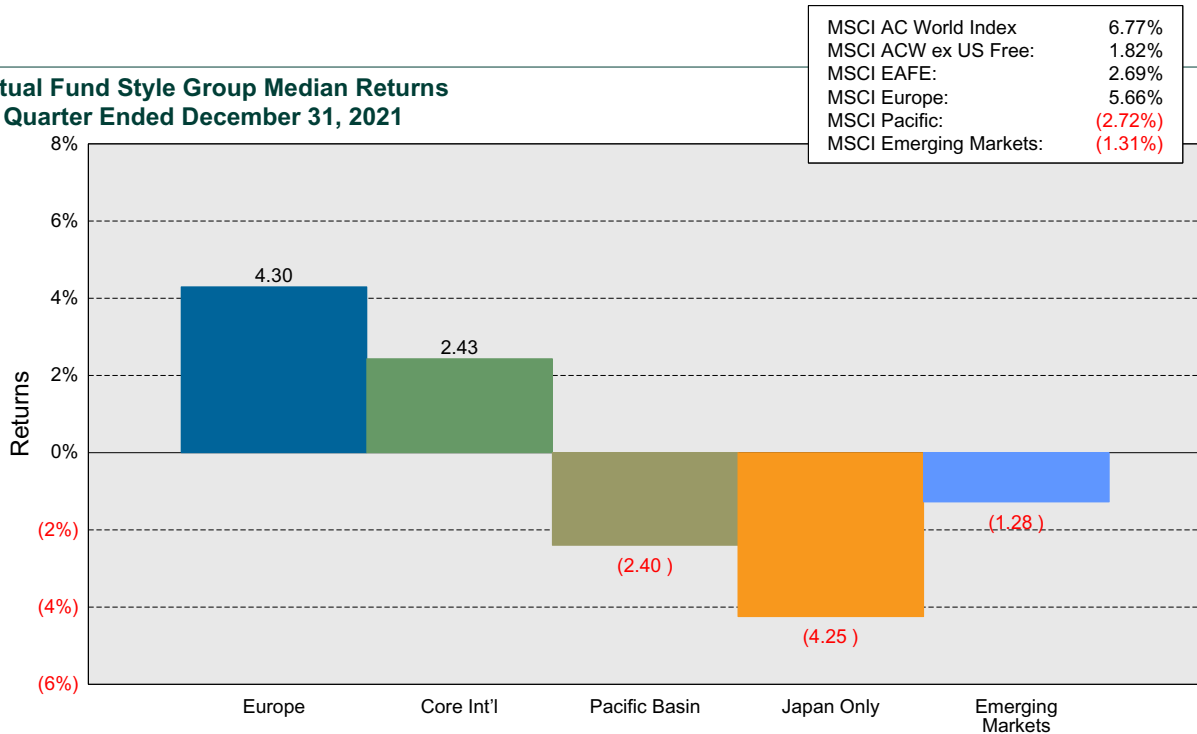
Mutual Fund Style Group Median Returns for One Year Ended December 31, 2021



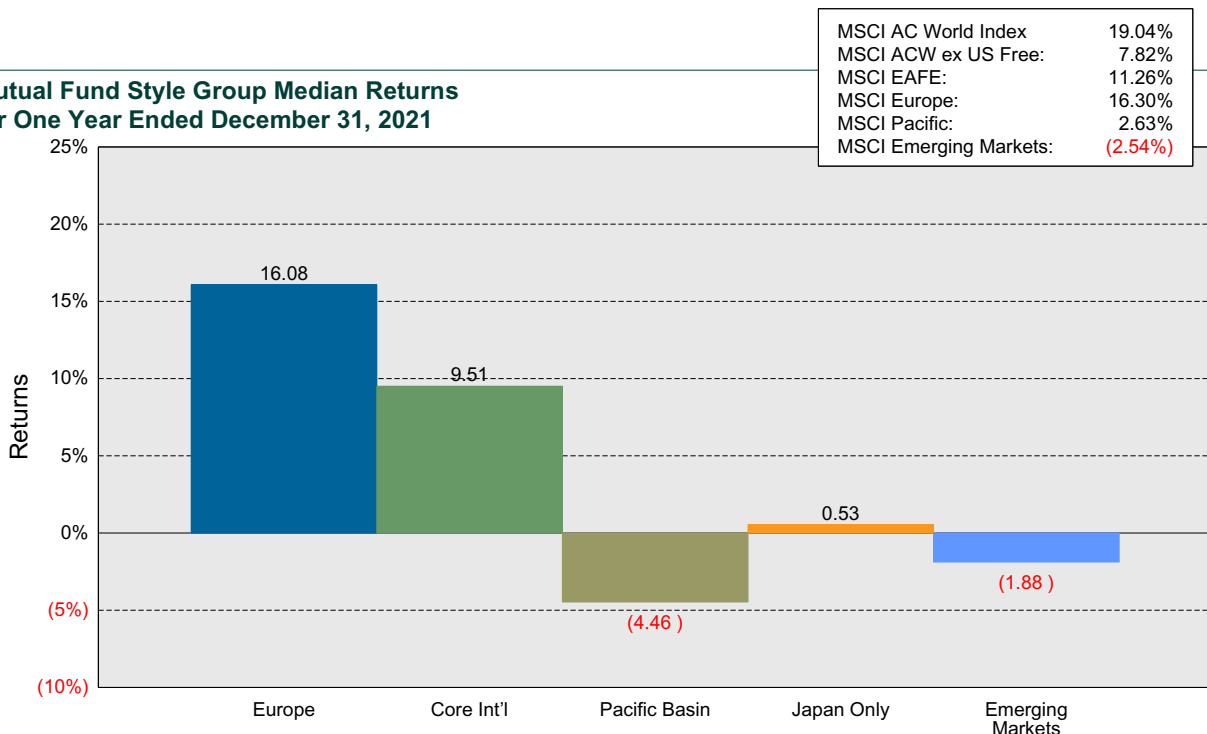
International Equity Active Management Overview

Non-U.S. stocks were hurt by U.S. dollar strength; the MSCI ACWI ex-USA Index was up 1.8% for the quarter and 7.8% for the year but in local terms it was up 13.0% for the year. The yen sank 10% in 2021 vs. the U.S. dollar, the largest drop since 2014. Japan was up nearly 14% in local terms in 2021 but only 2% in dollar terms. Emerging markets (MSCI EM: -1.3%; -2.5%) did not participate in the stock rally the rest of the world enjoyed. China's weight in the Index (35%) and poor performance (-6%; -22%) was a key driver. China stocks were hurt by slowing growth and heightened regulation. Brazil (-6%; -17%) was also a notable underperformer. India (-0.2%; +26%) and Russia (-9%; +19%) fell in 4Q but were up for the year. Turkey (-11%; -28%) was the worst performer and the 44% decline in the Turkish lira was also notable. The country is battling high inflation (36% in December) with unconventional monetary policy (lowering rates).

Mutual Fund Style Group Median Returns for Quarter Ended December 31, 2021



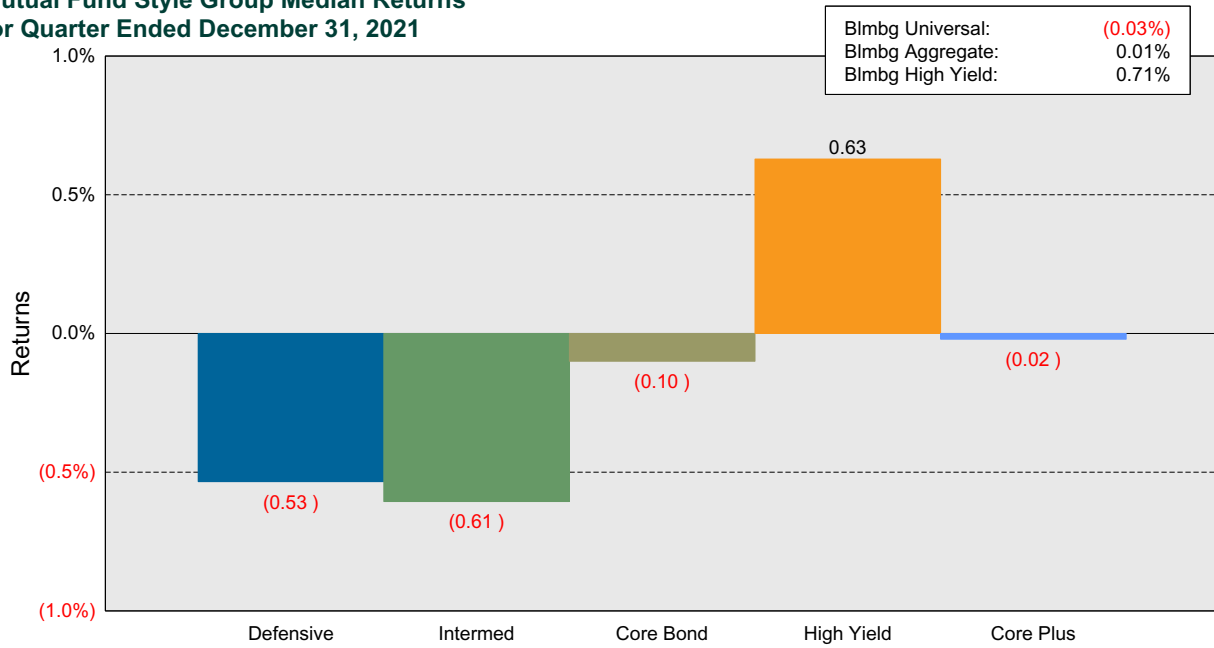
Mutual Fund Style Group Median Returns for One Year Ended December 31, 2021



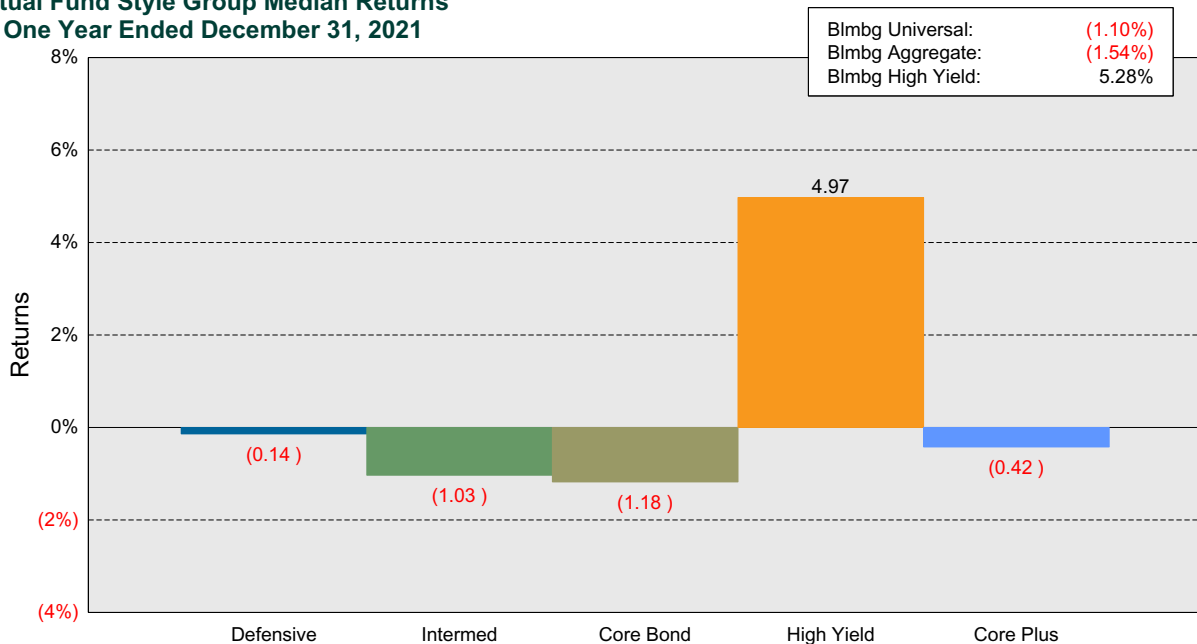
Domestic Fixed Income Active Management Overview

U.S. fixed income returns were literally flat in 4Q (0.0%) and the Bloomberg Aggregate posted an unusual negative result for the calendar year (-1.5%), for only the fourth time since the inception of the Index in 1976. Spread sectors underperformed in 4Q but outperformed for the year. The 10-year U.S. Treasury yield closed the year at 1.52%, up from 0.93% on 12/31/20 but flat over the course of the quarter. TIPS sharply outperformed the Aggregate for the quarter and the year (Bloomberg US TIPS Index: +2.4%; +6.0%) as expectations for inflation rose. High yield corporates were top performers for the quarter and the year (Bloomberg US HY: +0.7%; +5.3%) and the yield-to-worst for this Index was 4.21% as of year-end. Leveraged loans (S&P LSTA Lev Loan: +0.6%; +5.2%) also did relatively well.^L

Mutual Fund Style Group Median Returns for Quarter Ended December 31, 2021



Mutual Fund Style Group Median Returns for One Year Ended December 31, 2021



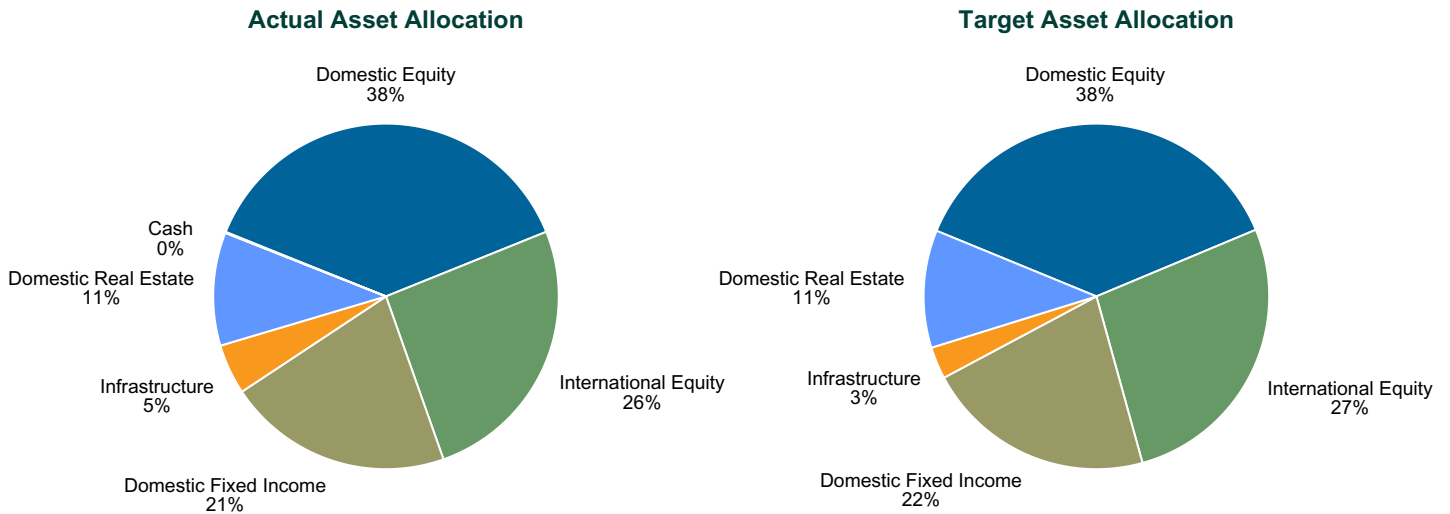
ASSET ALLOCATION AND PERFORMANCE

Asset Allocation and Performance

This section begins with an overview of the fund's asset allocation at the broad asset class level. This is followed by a top down performance attribution analysis which analyzes the fund's performance relative to the performance of the fund's policy target asset allocation. The fund's historical performance is then examined relative to funds with similar objectives. Performance of each asset class is then shown relative to the asset class performance of other funds. Finally, a summary is presented of the holdings of the fund's investment managers, and the returns of those managers over various recent periods.

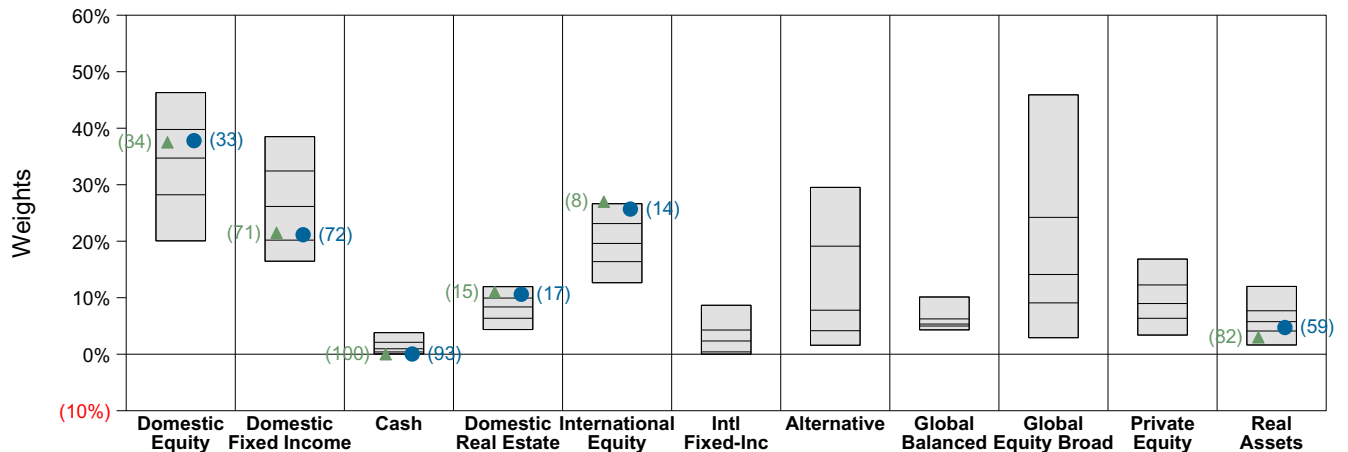
Actual vs Target Asset Allocation As of December 31, 2021

The top left chart shows the Fund's asset allocation as of December 31, 2021. The top right chart shows the Fund's target asset allocation as outlined in the investment policy statement. The bottom chart ranks the fund's asset allocation and the target allocation versus the Callan Public Fund Sponsor Database.



Asset Class	\$000s Actual	Weight Actual	Target	Percent Difference	\$000s Difference
Domestic Equity	269,138	37.8%	37.5%	0.3%	2,104
International Equity	182,921	25.7%	27.0%	(1.3%)	(9,344)
Domestic Fixed Income	150,570	21.1%	21.5%	(0.4%)	(2,530)
Infrastructure	33,646	4.7%	3.0%	1.7%	12,283
Domestic Real Estate	75,577	10.6%	11.0%	(0.4%)	(2,753)
Cash	240	0.0%	0.0%	0.0%	240
Total	712,091	100.0%	100.0%		

Asset Class Weights vs Callan Public Fund Sponsor Database



	Domestic Equity	Domestic Fixed Income	Cash	Domestic Real Estate	International Equity	Intl Fixed-Inc	Alternative	Global Balanced	Global Equity Broad	Private Equity	Real Assets
10th Percentile	46.30	38.51	3.82	11.96	26.64	8.66	29.53	10.13	45.91	16.84	12.00
25th Percentile	39.77	32.43	2.11	9.94	23.12	4.28	19.12	6.25	24.22	12.26	7.69
Median	34.71	26.15	0.96	8.37	19.60	2.34	7.79	5.34	14.11	8.97	5.76
75th Percentile	28.22	20.19	0.40	6.36	16.39	0.41	4.16	4.99	9.09	6.36	4.11
90th Percentile	20.06	16.46	0.06	4.36	12.65	0.02	1.59	4.31	2.92	3.39	1.64
Fund	● 37.80	21.14	0.03	10.61	25.69	-	-	-	-	-	4.72
Target	▲ 37.50	21.50	0.00	11.00	27.00	-	-	-	-	-	3.00
% Group Invested	100.00%	99.25%	79.85%	80.60%	98.51%	17.16%	45.52%	14.18%	18.66%	27.61%	20.90%

* Current Quarter Target = 37.5% Russell 3000 Index, 27.0% MSCI ACWIxUS Gross, 21.5% Blmbg Aggregate, 11.0% NCREIF NFI-ODCE Eq Wt Net and 3.0% NCREIF NFI-ODCE Eq Wt Net.

Investment Manager Asset Allocation

The table below contrasts the distribution of assets across the Fund's investment managers as of December 31, 2021, with the distribution as of September 30, 2021. The change in asset distribution is broken down into the dollar change due to Net New Investment and the dollar change due to Investment Return.

Asset Distribution Across Investment Managers

	December 31, 2021		Net New Inv.	Inv. Return	September 30, 2021	
	Market Value	Weight			Market Value	Weight
Domestic Equities	\$269,138,006	37.80%	\$(26,881,045)	\$24,287,520	\$271,731,531	39.21%
Large Cap Equities	\$189,958,711	26.68%	\$(20,881,045)	\$20,295,428	\$190,544,328	27.50%
Vanguard S&P 500 Index	189,958,711	26.68%	(20,881,045)	20,295,428	190,544,328	27.50%
Mid Cap Equities	\$40,403,048	5.67%	\$(6,000,000)	\$2,533,253	\$43,869,795	6.33%
Fidelity Low Priced Stock	20,357,577	2.86%	(3,000,000)	1,262,584	22,094,994	3.19%
Janus Enterprise	20,045,471	2.82%	(3,000,000)	1,270,669	21,774,802	3.14%
Small Cap Equities	\$38,776,247	5.45%	\$0	\$1,458,839	\$37,317,407	5.39%
Prudential Small Cap Value	20,099,385	2.82%	0	1,127,843	18,971,542	2.74%
AB US Small Growth	18,676,862	2.62%	0	330,996	18,345,866	2.65%
International Equities	\$182,920,755	25.69%	\$(4,000,000)	\$27,101	\$186,893,654	26.97%
EuroPacific	32,634,099	4.58%	(2,000,000)	(337,298)	34,971,397	5.05%
Harbor International	36,738,482	5.16%	0	238,670	36,499,812	5.27%
Oakmark International	34,832,923	4.89%	0	102,752	34,730,171	5.01%
Mondrian International	33,165,765	4.66%	(2,000,000)	(5,884)	35,171,649	5.08%
T. Rowe Price Intl Small Cap	28,311,781	3.98%	0	28,860	28,282,921	4.08%
NinetyOne	17,237,704	2.42%	0	0	17,237,704	2.49%
Domestic Fixed Income	\$150,569,579	21.14%	\$3,000,000	\$(350,337)	\$147,919,916	21.35%
Dodge & Cox Income	75,295,811	10.57%	2,000,000	(303,262)	73,599,072	10.62%
PIMCO	75,273,769	10.57%	1,000,000	(47,075)	74,320,843	10.73%
Infrastructure	\$33,645,518	4.72%	\$16,731,045	\$(1)	\$16,914,474	2.44%
IFM Global Infrastructure	16,731,045	2.35%	16,731,045	0	-	-
JP Morgan Infrastructure	16,914,472	2.38%	0	(1)	16,914,474	2.44%
Real Estate	\$75,577,242	10.61%	\$0	\$6,157,806	\$69,419,436	10.02%
RREEF Private	39,718,263	5.58%	0	3,818,309	35,899,955	5.18%
Barings Core Property Fund	34,108,979	4.79%	0	2,339,498	31,769,481	4.58%
625 Kings Court	1,750,000	0.25%	0	0	1,750,000	0.25%
Cash	\$240,167	0.03%	\$173,381	\$0	\$66,786	0.01%
Total Fund	\$712,091,267	100.0%	\$(10,976,619)	\$30,122,090	\$692,945,796	100.0%

Investment Manager Returns

The table below details the rates of return for the Fund's investment managers over various time periods ended December 31, 2021. Negative returns are shown in red, positive returns in black. Returns for one year or greater are annualized. The first set of returns for each asset class represents the composite returns for all the fund's accounts for that asset class.

Returns for Periods Ended December 31, 2021

	Last Quarter	Last Year	Last 3 Years	Last 5 Years	Last 7 Years
Domestic Equities	9.20%	27.45%	25.96%	18.36%	14.45%
Russell 3000 Index	9.28%	25.66%	25.79%	17.97%	14.55%
Large Cap Equities					
Vanguard S&P 500 Index	11.03%	28.70%	26.06%	18.45%	14.91%
S&P 500 Index	11.03%	28.71%	26.07%	18.47%	14.93%
Mid Cap Equities					
Fidelity Low Priced Stock	6.00%	24.52%	19.60%	13.00%	10.35%
Russell MidCap Value Idx	8.54%	28.34%	19.62%	11.22%	9.96%
Janus Enterprise (1)	5.94%	17.50%	24.21%	19.21%	15.81%
Russell MidCap Growth Idx	2.85%	12.73%	27.46%	19.83%	14.92%
Small Cap Equities					
Prudential Small Cap Value (2)	5.94%	41.79%	17.89%	7.20%	8.45%
MSCI US Small Cap Value Idx	6.56%	30.61%	17.68%	9.16%	9.41%
Russell 2000 Value Index	4.36%	28.27%	17.99%	9.07%	9.45%
AB US Small Growth (3)	1.80%	9.72%	32.08%	25.33%	18.52%
Russell 2000 Growth Index	0.01%	2.83%	21.17%	14.53%	11.66%

(1) Switched share class in July 2016.

(2) Switched share class in September 2015.

(3) Switched to a mutual fund in September 2015.

Investment Manager Returns

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Returns for Periods Ended December 31, 2021

	Last 10 Years	Last 15 Years
Domestic Equities	16.38%	10.90%
Russell 3000 Index	16.30%	10.59%
Mid Cap Equities		
Fidelity Low Priced Stock	13.07%	9.25%
Russell MidCap Value Idx	13.44%	8.78%
Janus Enterprise (1)	17.04%	-
Russell MidCap Growth Idx	16.63%	11.69%
Small Cap Equities		
AB US Small Growth (2)	18.65%	14.29%
Russell 2000 Growth Index	14.14%	9.97%

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Investment Manager Returns

The table below details the rates of return for the Fund's investment managers over various time periods ended December 31, 2021. Negative returns are shown in red, positive returns in black. Returns for one year or greater are annualized. The first set of returns for each asset class represents the composite returns for all the fund's accounts for that asset class.

Returns for Periods Ended December 31, 2021

	Last Quarter	Last Year	Last 3 Years	Last 5 Years	Last 7 Years
International Equities	(0.05%)	6.20%	14.67%	9.74%	6.57%
MSCI ACWI ex-US Index	1.88%	8.29%	13.70%	10.12%	7.05%
EuroPacific	(1.13%)	2.84%	17.95%	12.87%	9.11%
Harbor International (1)	0.65%	9.60%	14.32%	8.57%	5.50%
Oakmark International (2)	0.30%	8.38%	12.95%	7.54%	5.90%
Mondrian International	0.04%	6.51%	8.19%	6.22%	4.08%
MSCI EAFE Index	2.69%	11.26%	13.54%	9.55%	6.76%
MSCI ACWI ex-US Index	1.88%	8.29%	13.70%	10.12%	7.05%
T. Rowe Price Intl Small Cap	(0.16%)	7.14%	22.39%	-	-
MSCI ACWI ex US Small Cap	0.62%	12.93%	16.46%	11.21%	8.87%
NinetyOne	(0.20%)	(0.28%)	11.96%	-	-
MSCI Emerging Markets Index	(1.31%)	(2.54%)	10.94%	9.88%	6.11%
Domestic Fixed Income	(0.25%)	(0.88%)	5.69%	4.28%	3.64%
Blmbg Aggregate Index	0.01%	(1.54%)	4.79%	3.57%	3.00%
Dodge & Cox Income	(0.43%)	(0.91%)	5.97%	4.37%	3.82%
PIMCO	(0.08%)	(0.84%)	5.34%	4.15%	3.43%
Blmbg Aggregate Index	0.01%	(1.54%)	4.79%	3.57%	3.00%
Infrastructure	(0.00%)	-	-	-	-
JP Morgan Infrastructure	(0.00%)	-	-	-	-
NFI-ODCE Equal Weight Net	7.38%	21.88%	8.90%	8.18%	9.04%
Real Estate	8.87%	22.00%	9.29%	8.32%	8.67%
Real Estate Custom Benchmark (3)(4)	7.38%	21.88%	8.90%	8.18%	8.76%
RREEF Private	10.64%	23.88%	10.00%	8.76%	9.60%
Barings Core Property Fund	7.36%	18.98%	7.93%	7.34%	8.31%
NFI-ODCE Equal Weight Net	7.38%	21.88%	8.90%	8.18%	9.04%
625 Kings Court	0.00%	42.35%	21.62%	19.51%	16.69%
Total Fund	4.31%	14.33%	16.77%	12.00%	9.44%
Total Fund Benchmark*	5.02%	14.32%	16.34%	11.90%	9.56%

* Current Quarter Target = 37.5% Russell 3000 Index, 27.0% MSCI ACWIxUS Gross, 21.5% Blmbg Aggregate, 11.0% NCREIF NFI-ODCE Eq Wt Net and 3.0% NCREIF NFI-ODCE Eq Wt Net.

(1) Switched share class in June 2016.

(2) Switched to CIT in November 2015.

(3) Real Estate Custom Benchmark is 50% NAREIT Composite Index and 50% NFI-ODCE Equal Wt Net through 12/31/2011; 20% NAREIT Composite Index and 80% NFI-ODCE Equal Wt Net through 12/31/2016 and NFI-ODCE Equal Wt Net thereafter.

(4) 3Q benchmark performance has been carried over from 2Q 2020.

Investment Manager Returns

The table below details the rates of return for the Fund's investment managers over various time periods ended December 31, 2021. Negative returns are shown in red, positive returns in black. Returns for one year or greater are annualized. The first set of returns for each asset class represents the composite returns for all the fund's accounts for that asset class.

Returns for Periods Ended December 31, 2021

	Last 10 Years	Last 15 Years
International Equities	7.62%	4.59%
MSCI ACWI ex-US Index	7.78%	3.34%
EuroPacific	10.01%	6.16%
Harbor International (1)	6.71%	4.17%
Oakmark International (2)	8.97%	5.27%
Mondrian International	5.36%	-
MSCI EAFE Index	8.03%	3.60%
MSCI ACWI ex-US Index	7.78%	4.24%
Domestic Fixed Income	3.88%	4.76%
Blmbg Aggregate Index	2.90%	4.09%
Dodge & Cox Income	4.07%	5.07%
PIMCO	3.68%	-
Blmbg Aggregate Index	2.90%	4.09%
Real Estate	9.60%	5.67%
Real Estate Custom Benchmark (3)(4)	9.80%	6.25%
RREEF Private	10.37%	6.58%
Barings Core Property Fund	8.68%	-
NFI-ODCE Equal Weight Net	9.70%	5.85%
625 Kings Court	16.41%	10.04%
Total Fund	10.44%	7.60%
Total Fund Benchmark*	10.29%	7.26%

* Current Quarter Target = 37.5% Russell 3000 Index, 27.0% MSCI ACWIxUS Gross, 21.5% Blmbg Aggregate, 11.0% NCREIF NFI-ODCE Eq Wt Net and 3.0% NCREIF NFI-ODCE Eq Wt Net.

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(4) 3Q benchmark performance has been carried over from 2Q 2020.

Investment Manager Returns

The table below details the rates of return for the Fund's investment managers over various time periods. Negative returns are shown in red, positive returns in black. Returns for one year or greater are annualized. The first set of returns for each asset class represents the composite returns for all the fund's accounts for that asset class.

	2021	2020	2019	2018	2017
Domestic Equities	27.45%	20.87%	29.71%	(6.04%)	23.74%
Russell 3000 Index	25.66%	20.89%	31.02%	(5.24%)	21.13%
Large Cap Equities					
Vanguard S&P 500 Index	28.70%	18.39%	31.46%	(4.42%)	21.79%
S&P 500 Index	28.71%	18.40%	31.49%	(4.38%)	21.83%
Mid Cap Equities					
Fidelity Low Priced Stock	24.52%	9.32%	25.66%	(10.75%)	20.67%
Russell MidCap Value Idx	28.34%	4.96%	27.06%	(12.29%)	13.34%
Janus Enterprise (1)	17.50%	20.44%	35.40%	(0.81%)	26.65%
Russell MidCap Growth Idx	12.73%	35.59%	35.47%	(4.75%)	25.27%
Small Cap Equities					
Prudential Small Cap Value (2)	41.79%	(2.96%)	19.09%	(18.82%)	6.43%
MSCI US Small Cap Value Idx	30.61%	2.04%	22.29%	(12.94%)	9.22%
Russell 2000 Value Index	28.27%	4.63%	22.39%	(12.86%)	7.84%
AB US Small Growth (3)	9.72%	54.10%	36.26%	(0.60%)	35.03%
Russell 2000 Growth Index	2.83%	34.63%	28.48%	(9.31%)	22.17%

(1) Switched share class in July 2016.

(2) Switched share class in September 2015.

(3) Switched to a mutual fund in September 2015.

Investment Manager Returns

The table below details the rates of return for the Fund's investment managers over various time periods. Negative returns are shown in red, positive returns in black. Returns for one year or greater are annualized. The first set of returns for each asset class represents the composite returns for all the fund's accounts for that asset class.

	2021	2020	2019	2018	2017
International Equities	6.20%	15.30%	23.13%	(17.49%)	27.94%
MSCI ACWI ex-US Index	8.29%	11.13%	22.13%	(13.77%)	27.77%
EuroPacific	2.84%	25.27%	27.40%	(14.91%)	31.18%
Harbor International (1)	9.60%	11.17%	22.63%	(17.89%)	22.98%
Oakmark International (2)	8.38%	7.03%	24.23%	(23.51%)	30.47%
Mondrian International	6.51%	0.36%	18.48%	(12.71%)	22.29%
MSCI EAFE Index	11.26%	7.82%	22.01%	(13.79%)	25.03%
MSCI ACWI ex-US Index	8.29%	11.13%	22.13%	(13.77%)	27.77%
T. Rowe Price Intl Small Cap	7.14%	37.25%	24.67%	(18.49%)	-
MSCI ACWI ex US Small Cap	12.93%	14.24%	22.42%	(18.20%)	31.65%
NinetyOne	(0.28%)	16.41%	20.91%	(15.80%)	-
MSCI Emerging Markets Index	(2.54%)	18.31%	18.44%	(14.57%)	37.28%
Domestic Fixed Income	(0.88%)	9.27%	9.00%	(0.28%)	4.74%
Blmbg Aggregate Index	(1.54%)	7.51%	8.72%	0.01%	3.54%
Dodge & Cox Income	(0.91%)	9.45%	9.73%	(0.31%)	4.36%
PIMCO	(0.84%)	8.88%	8.26%	(0.26%)	5.12%
Blmbg Aggregate Index	(1.54%)	7.51%	8.72%	0.01%	3.54%
Real Estate	22.00%	0.54%	6.42%	6.90%	6.88%
Real Estate Custom Benchmark (3)(4)	21.88%	0.75%	5.18%	7.30%	6.92%
RREEF Private	23.88%	1.12%	6.26%	7.41%	6.43%
Barings Core Property Fund	18.98%	(0.32%)	6.02%	6.34%	6.59%
NFI-ODCE Equal Weight Net	21.88%	0.75%	5.18%	7.30%	6.92%
625 Kings Court	42.35%	5.27%	20.04%	7.51%	26.09%
Total Fund	14.33%	15.64%	20.43%	(6.92%)	18.89%
Total Fund Benchmark*	14.32%	14.31%	20.50%	(5.07%)	17.34%

* Current Quarter Target = 37.5% Russell 3000 Index, 27.0% MSCI ACWIXUS Gross, 21.5% Blmbg Aggregate, 11.0% NCREIF NFI-ODCE Eq Wt Net and 3.0% NCREIF NFI-ODCE Eq Wt Net.

(1) Switched share class in June 2016.

(2) Switched to CIT in November 2015.

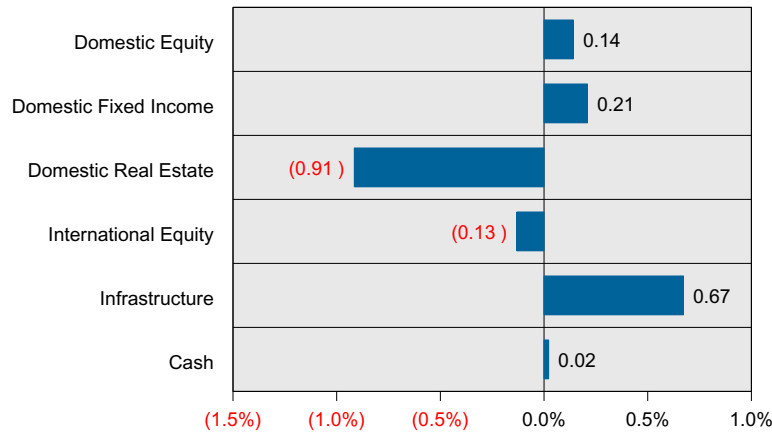
(3) Real Estate Custom Benchmark is 50% NAREIT Composite Index and 50% NFI-ODCE Equal Wt Net through 12/31/2011; 20% NAREIT Composite Index and 80% NFI-ODCE Equal Wt Net through 12/31/2016 and NFI-ODCE Equal Wt Net thereafter.

(4) 3Q benchmark performance has been carried over from 2Q 2020.

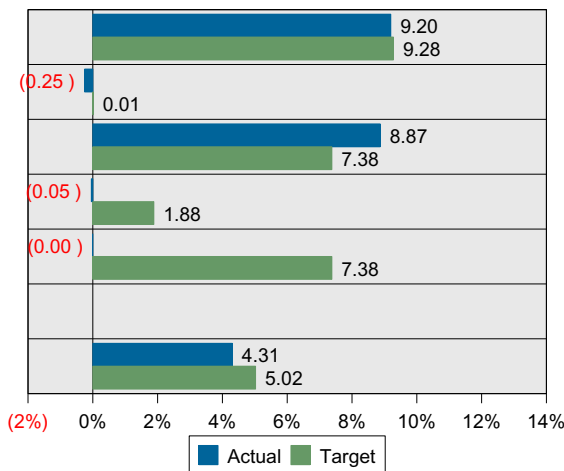
Quarterly Total Fund Relative Attribution - December 31, 2021

The following analysis approaches Total Fund Attribution from the perspective of relative return. Relative return attribution separates and quantifies the sources of total fund excess return relative to its target. This excess return is separated into two relative attribution effects: Asset Allocation Effect and Manager Selection Effect. The Asset Allocation Effect represents the excess return due to the actual total fund asset allocation differing from the target asset allocation. Manager Selection Effect represents the total fund impact of the individual managers excess returns relative to their benchmarks.

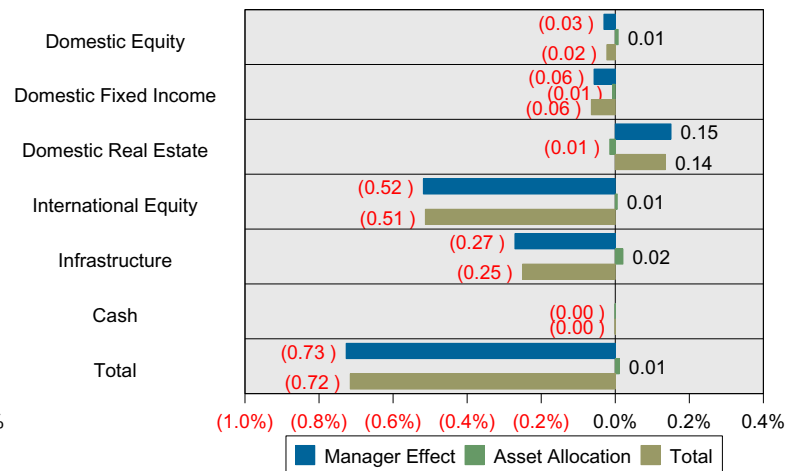
Asset Class Under or Overweighting



Actual vs Target Returns



Relative Attribution by Asset Class



Relative Attribution Effects for Quarter ended December 31, 2021

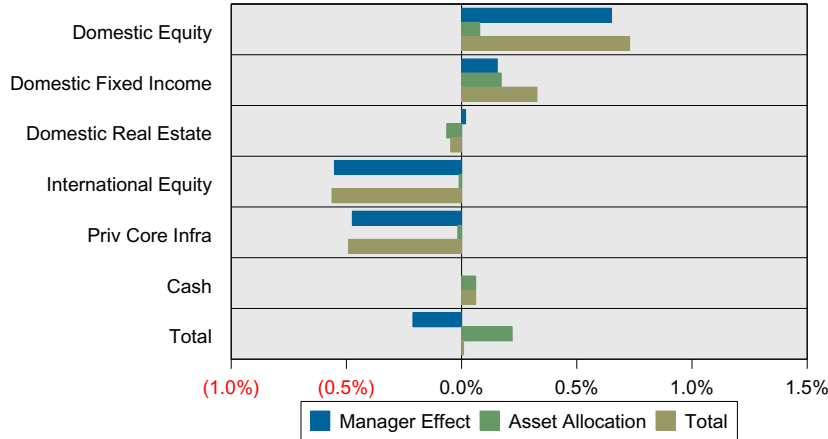
Asset Class	Effective Actual Weight	Effective Target Weight	Actual Return	Target Return	Manager Effect	Asset Allocation	Total Relative Return
Domestic Equity	38%	38%	9.20%	9.28%	(0.03%)	0.01%	(0.02%)
Domestic Fixed Income	22%	22%	(0.25%)	0.01%	(0.06%)	(0.01%)	(0.06%)
Domestic Real Estate	10%	11%	8.87%	7.38%	0.15%	(0.01%)	0.14%
International Equity	27%	27%	(0.05%)	1.88%	(0.52%)	0.01%	(0.51%)
Infrastructure	4%	3%	(0.00%)	7.38%	(0.27%)	0.02%	(0.25%)
Cash	0%	0%	0.00%	0.00%	0.00%	(0.00%)	(0.00%)
Total			4.31%	5.02%	(0.73%)	0.01%	(0.72%)

* Current Quarter Target = 37.5% Russell 3000 Index, 27.0% MSCI ACWIxUS Gross, 21.5% Blmbg Aggregate, 11.0% NCREIF NFI-ODCE Eq Wt Net and 3.0% NCREIF NFI-ODCE Eq Wt Net.

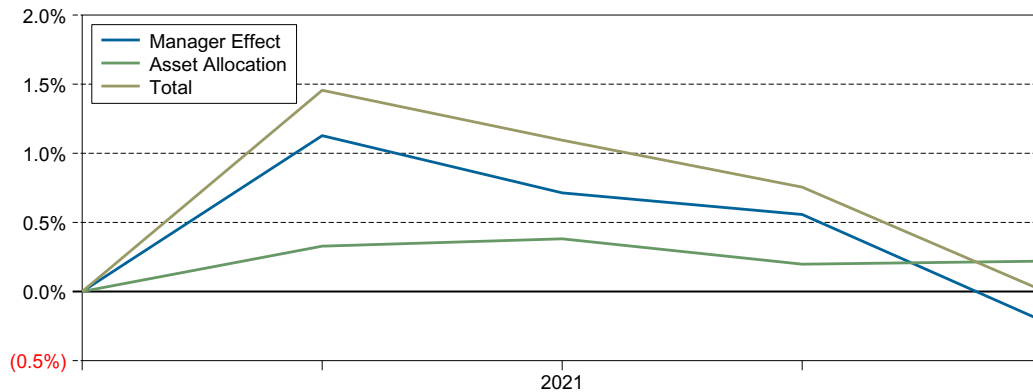
Cumulative Total Fund Relative Attribution - December 31, 2021

The charts below accumulate the Total Fund Attribution Analysis (shown earlier) over multiple periods to examine the cumulative sources of excess total fund performance relative to target. These cumulative results quantify the longer-term sources of total fund excess return relative to target by asset class. These relative attribution effects separate the cumulative sources of total fund excess return into Asset Allocation Effect and Manager Selection Effect.

One Year Relative Attribution Effects



Cumulative Relative Attribution Effects



One Year Relative Attribution Effects

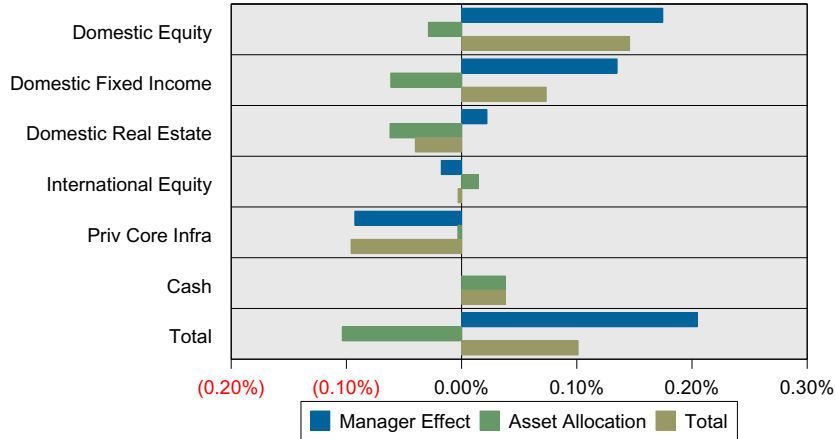
Asset Class	Effective Actual Weight	Effective Target Weight	Actual Return	Target Return	Manager Effect	Asset Allocation	Total Relative Return
Domestic Equity	38%	38%	27.45%	25.66%	0.65%	0.08%	0.73%
Domestic Fixed Income	21%	22%	(0.88%)	(1.54%)	0.15%	0.17%	0.33%
Domestic Real Estate	10%	11%	22.00%	21.88%	0.02%	(0.06%)	(0.05%)
International Equity	28%	27%	6.20%	8.29%	(0.55%)	(0.01%)	(0.56%)
Priv Core Infra	2%	2%	-	-	(0.47%)	(0.02%)	(0.49%)
Cash	0%	0%	(0.00%)	(0.00%)	0.00%	0.06%	0.06%
Total			14.33%	14.32%	+ (0.21%)	+ 0.22%	0.01%

* Current Quarter Target = 37.5% Russell 3000 Index, 27.0% MSCI ACWIxUS Gross, 21.5% Blmbg Aggregate, 11.0% NCREIF NFI-ODCE Eq Wt Net and 3.0% NCREIF NFI-ODCE Eq Wt Net.

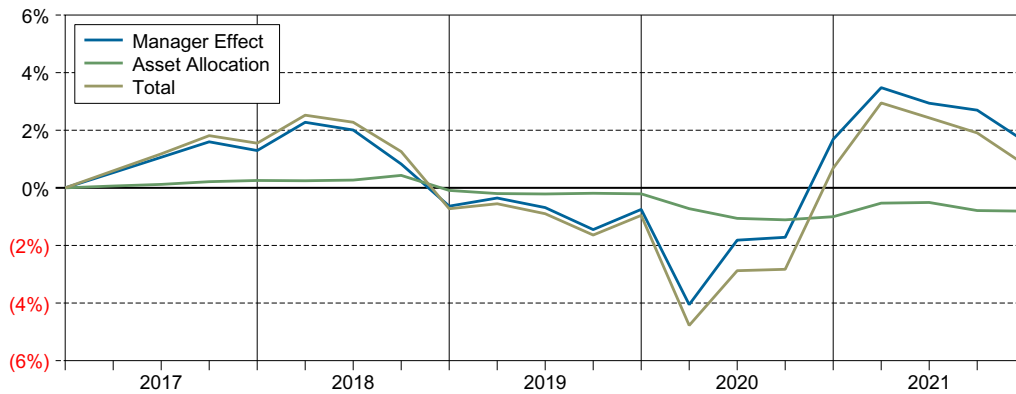
Cumulative Total Fund Relative Attribution - December 31, 2021

The charts below accumulate the Total Fund Attribution Analysis (shown earlier) over multiple periods to examine the cumulative sources of excess total fund performance relative to target. These cumulative results quantify the longer-term sources of total fund excess return relative to target by asset class. These relative attribution effects separate the cumulative sources of total fund excess return into Asset Allocation Effect and Manager Selection Effect.

Five Year Annualized Relative Attribution Effects



Cumulative Relative Attribution Effects



Five Year Annualized Relative Attribution Effects

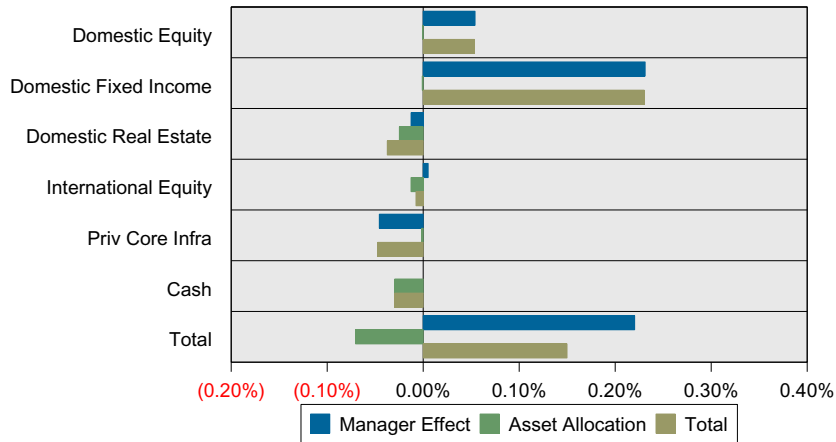
Asset Class	Effective Actual Weight	Effective Target Weight	Actual Return	Target Return	Manager Effect	Asset Allocation	Total Relative Return
Domestic Equity	39%	38%	18.36%	17.97%	0.17%	(0.03%)	0.15%
Domestic Fixed Income	21%	22%	4.28%	3.57%	0.14%	(0.06%)	0.07%
Domestic Real Estate	11%	11%	8.32%	8.18%	0.02%	(0.06%)	(0.04%)
International Equity	29%	29%	9.74%	10.12%	(0.02%)	0.01%	(0.00%)
Priv Core Infra	0%	0%	-	-	(0.09%)	(0.00%)	(0.10%)
Cash	0%	0%	(0.00%)	(0.00%)	0.00%	0.04%	0.04%
Total			12.00%	= 11.90%	+ 0.20%	+ (0.10%)	0.10%

* Current Quarter Target = 37.5% Russell 3000 Index, 27.0% MSCI ACWIxUS Gross, 21.5% Blmbg Aggregate, 11.0% NCREIF NFI-ODCE Eq Wt Net and 3.0% NCREIF NFI-ODCE Eq Wt Net.

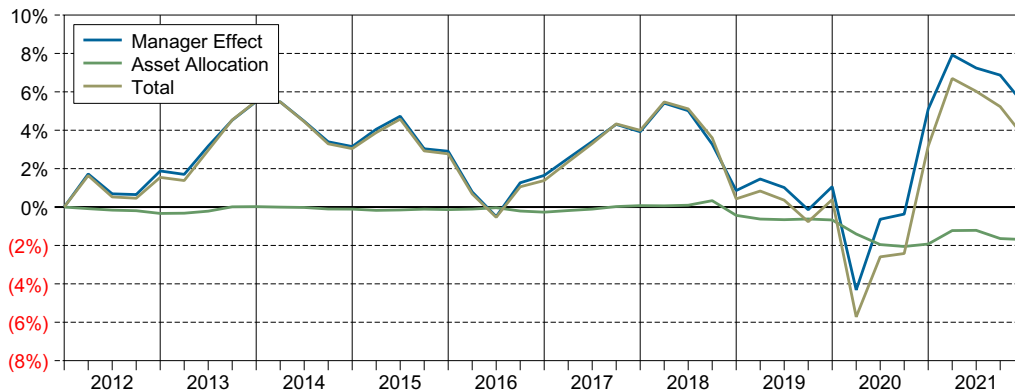
Cumulative Total Fund Relative Attribution - December 31, 2021

The charts below accumulate the Total Fund Attribution Analysis (shown earlier) over multiple periods to examine the cumulative sources of excess total fund performance relative to target. These cumulative results quantify the longer-term sources of total fund excess return relative to target by asset class. These relative attribution effects separate the cumulative sources of total fund excess return into Asset Allocation Effect and Manager Selection Effect.

Ten Year Annualized Relative Attribution Effects



Cumulative Relative Attribution Effects



Ten Year Annualized Relative Attribution Effects

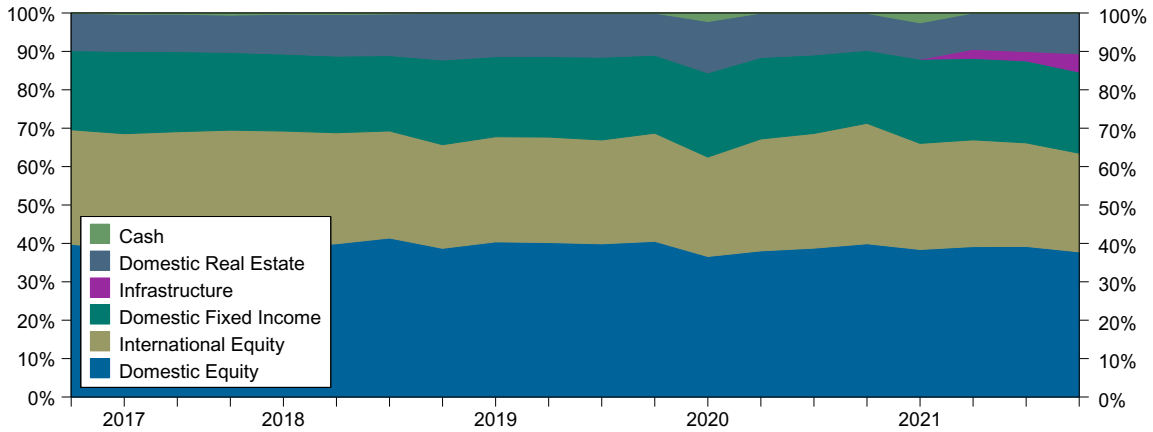
Asset Class	Effective Actual Weight	Effective Target Weight	Actual Return	Target Return	Manager Effect	Asset Allocation	Total Relative Return
Domestic Equity	39%	38%	16.38%	16.30%	0.05%	(0.00%)	0.05%
Domestic Fixed Income	24%	25%	3.88%	2.90%	0.23%	(0.00%)	0.23%
Domestic Real Estate	10%	10%	9.60%	9.80%	(0.01%)	(0.02%)	(0.04%)
International Equity	27%	27%	7.62%	7.78%	0.01%	(0.01%)	(0.01%)
Priv Core Infra	0%	0%	-	-	(0.05%)	(0.00%)	(0.05%)
Cash	1%	0%	0.01%	0.01%	0.00%	(0.03%)	(0.03%)
Total			10.44%	10.29%	+ 0.22%	+ (0.07%)	0.15%

* Current Quarter Target = 37.5% Russell 3000 Index, 27.0% MSCI ACWIxUS Gross, 21.5% Blmbg Aggregate, 11.0% NCREIF NFI-ODCE Eq Wt Net and 3.0% NCREIF NFI-ODCE Eq Wt Net.

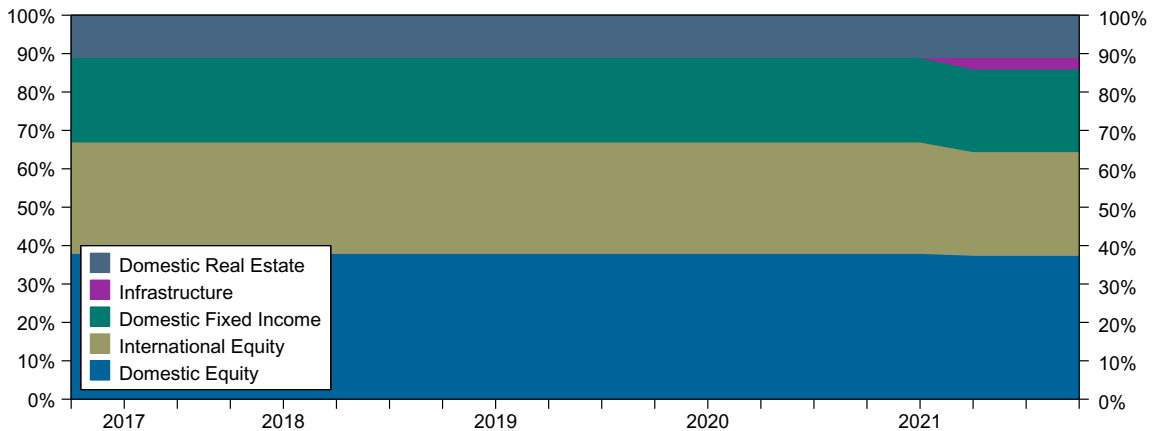
Actual vs Target Historical Asset Allocation

The Historical asset allocation for a fund is by far the largest factor explaining its performance. The charts below show the fund's historical actual asset allocation, the fund's historical target asset allocation, and the historical asset allocation of the average fund in the Callan Public Fund Sponsor Database.

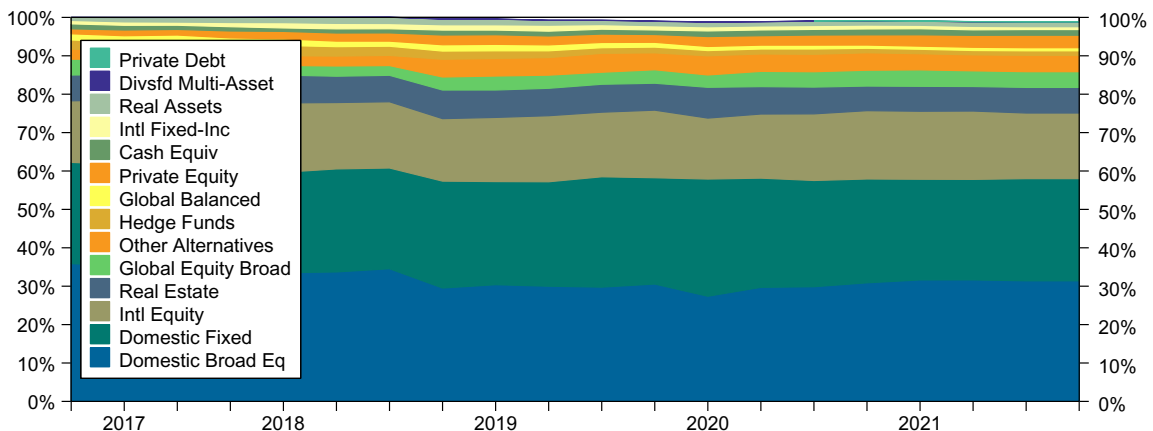
Actual Historical Asset Allocation



Target Historical Asset Allocation



Average Callan Public Fund Sponsor Database Historical Asset Allocation

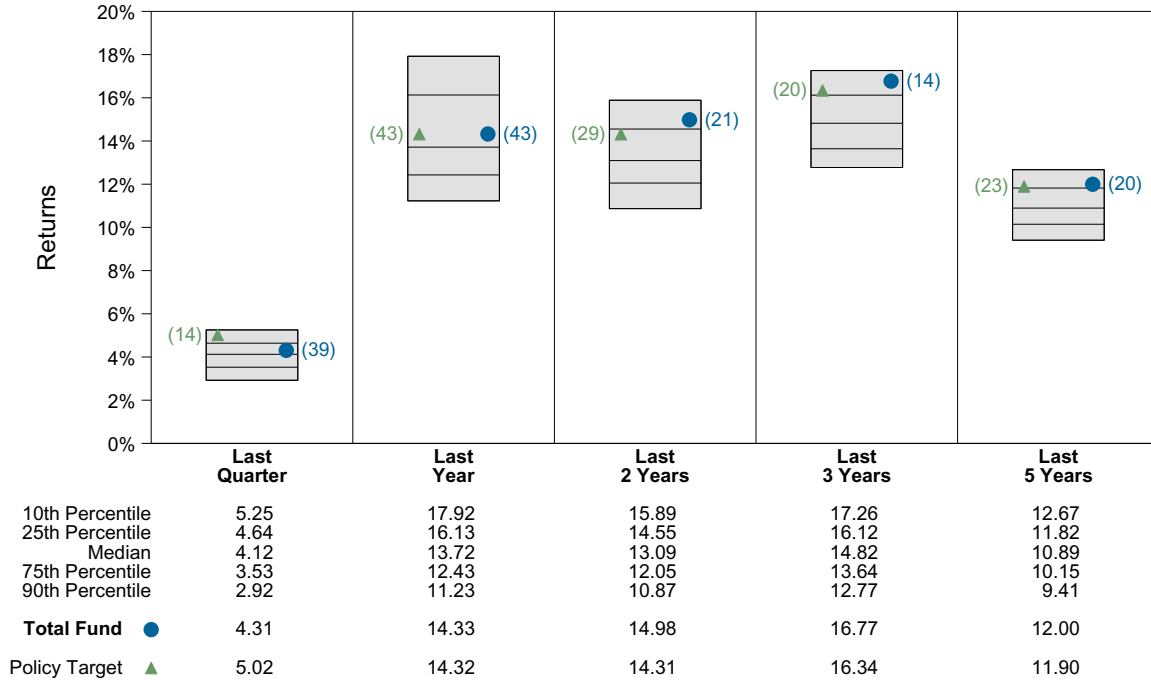


* Current Quarter Target = 37.5% Russell 3000 Index, 27.0% MSCI ACWIxUS Gross, 21.5% Blmbg Aggregate, 11.0% NCREIF NFI-ODCE Eq Wt Net and 3.0% NCREIF NFI-ODCE Eq Wt Net.

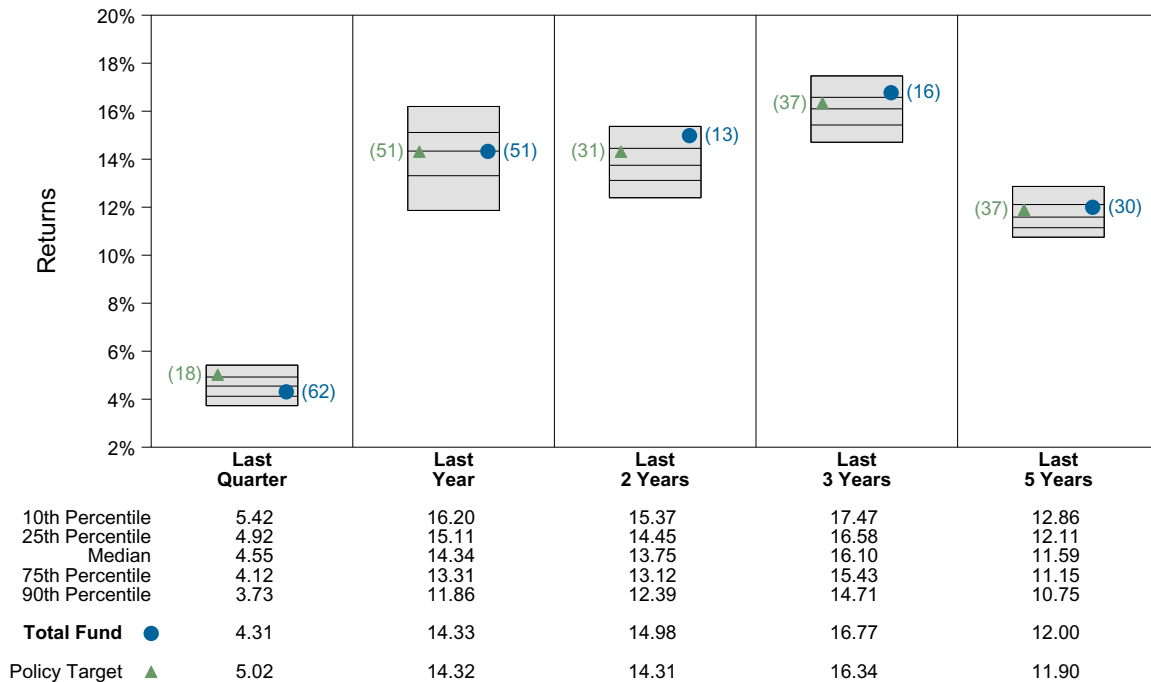
Total Fund Ranking

The first two charts show the ranking of the Total Fund's performance relative to that of the Callan Public Fund Sponsor Database for periods ended December 31, 2021. The first chart is a standard unadjusted ranking. In the second chart each fund in the database is adjusted to have the same historical asset allocation as that of the Total Fund.

Callan Public Fund Sponsor Database



Asset Allocation Adjusted Ranking



* Current Quarter Target = 37.5% Russell 3000 Index, 27.0% MSCI ACWIxUS Gross, 21.5% Blmbg Aggregate, 11.0% NCREIF NFI-ODCE Eq Wt Net and 3.0% NCREIF NFI-ODCE Eq Wt Net.

Total Fund

Period Ended December 31, 2021

Investment Philosophy

The Public Fund Sponsor Database consists of public employee pension total funds including both Callan LLC client and surveyed non-client funds.

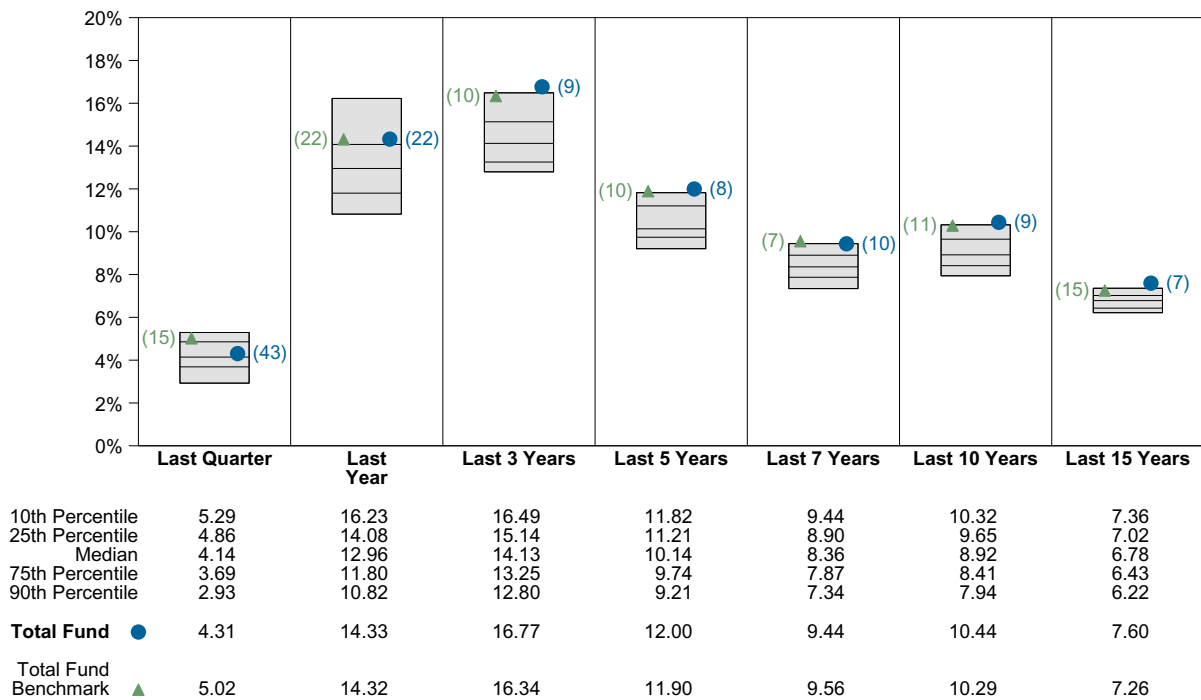
Quarterly Summary and Highlights

- Total Fund's portfolio posted a 4.31% return for the quarter placing it in the 43 percentile of the Callan Public Fund Sponsor Database group for the quarter and in the 22 percentile for the last year.
- Total Fund's portfolio underperformed the Total Fund Benchmark by 0.72% for the quarter and outperformed the Total Fund Benchmark for the year by 0.01%.

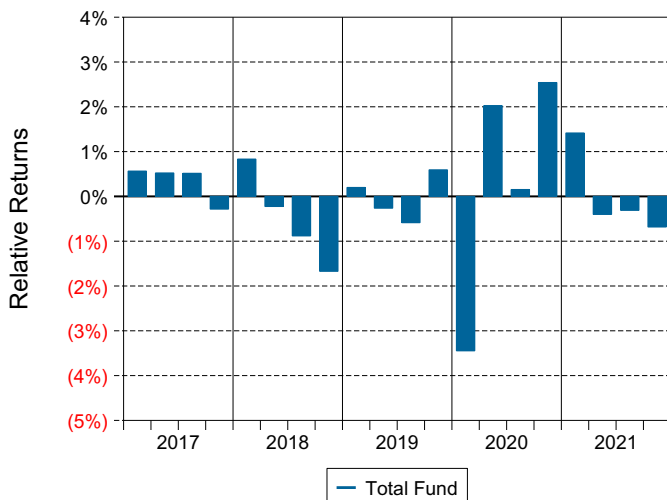
Quarterly Asset Growth

Beginning Market Value	\$692,945,796
Net New Investment	\$-10,976,619
Investment Gains/(Losses)	\$30,122,090
Ending Market Value	\$712,091,267

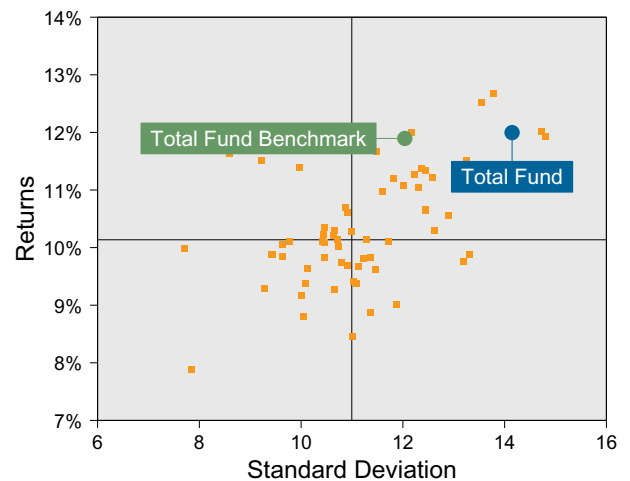
Performance vs Callan Public Fund Sponsor Database (Net)



Relative Return vs Total Fund Benchmark



Callan Public Fund Sponsor Database (Net) Annualized Five Year Risk vs Return

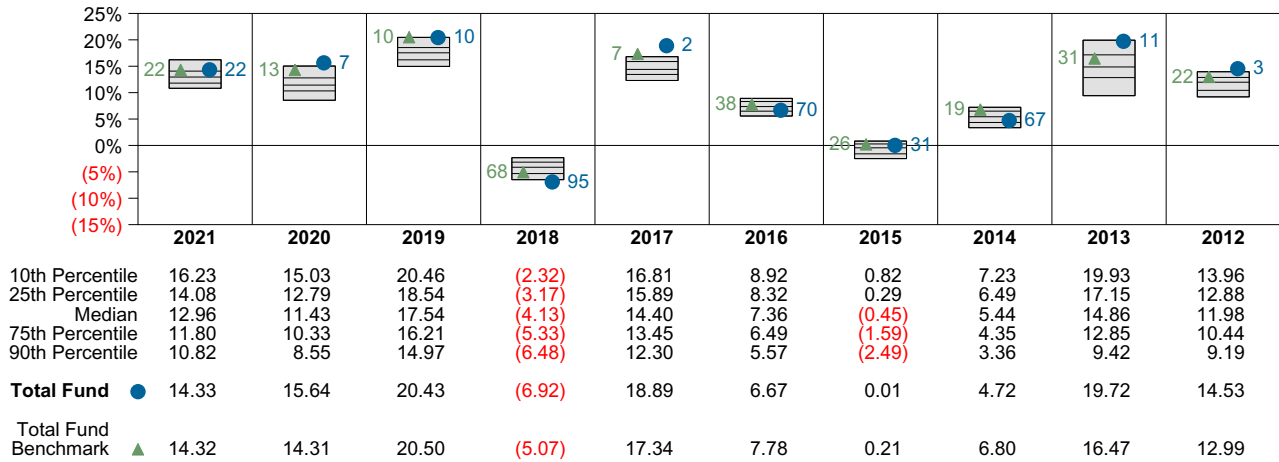


Total Fund Return Analysis Summary

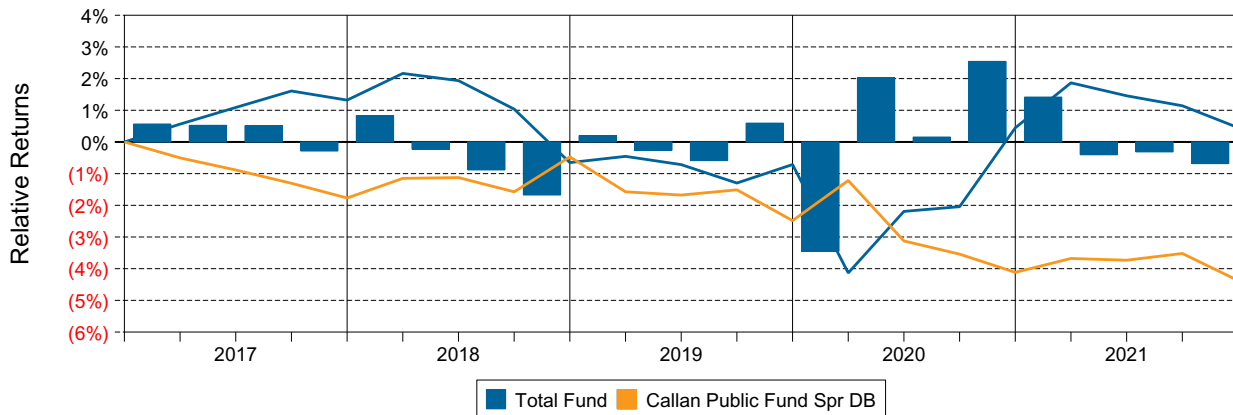
Return Analysis

The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

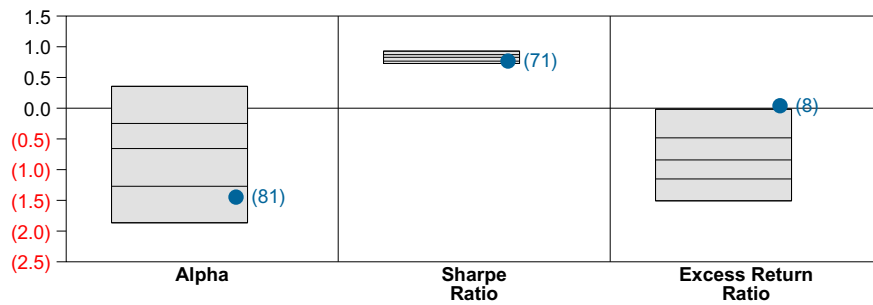
Performance vs Callan Public Fund Sponsor Database (Net)



Cumulative and Quarterly Relative Return vs Total Fund Benchmark



Risk Adjusted Return Measures vs Total Fund Benchmark Rankings Against Callan Public Fund Sponsor Database (Net) Five Years Ended December 31, 2021

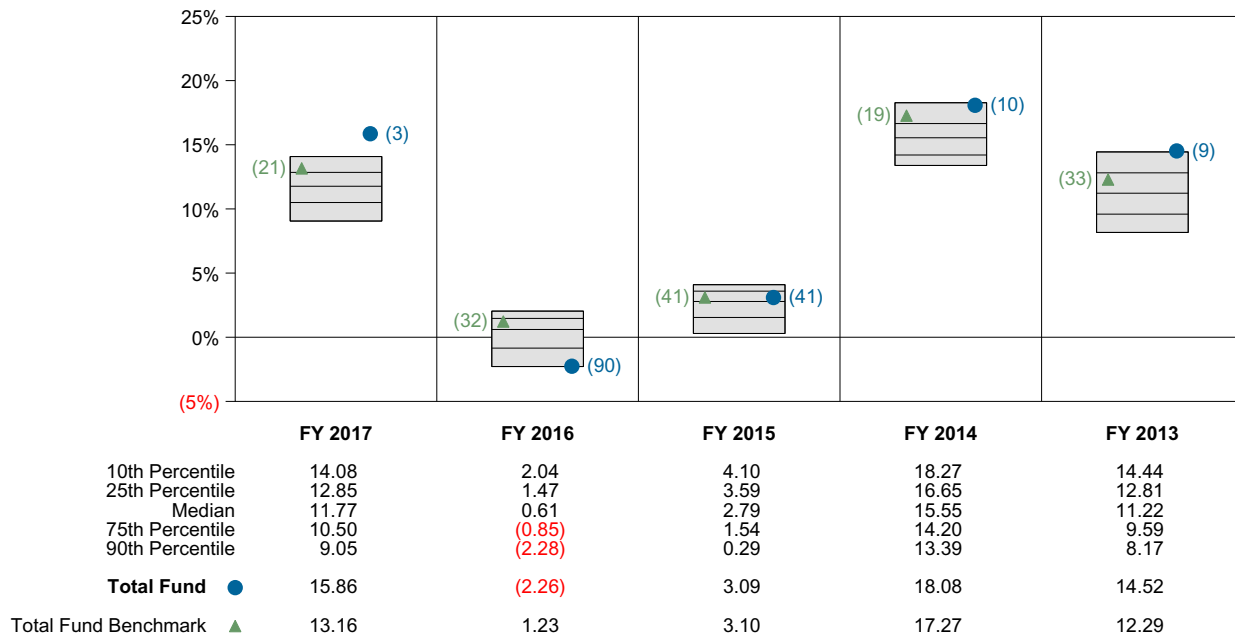
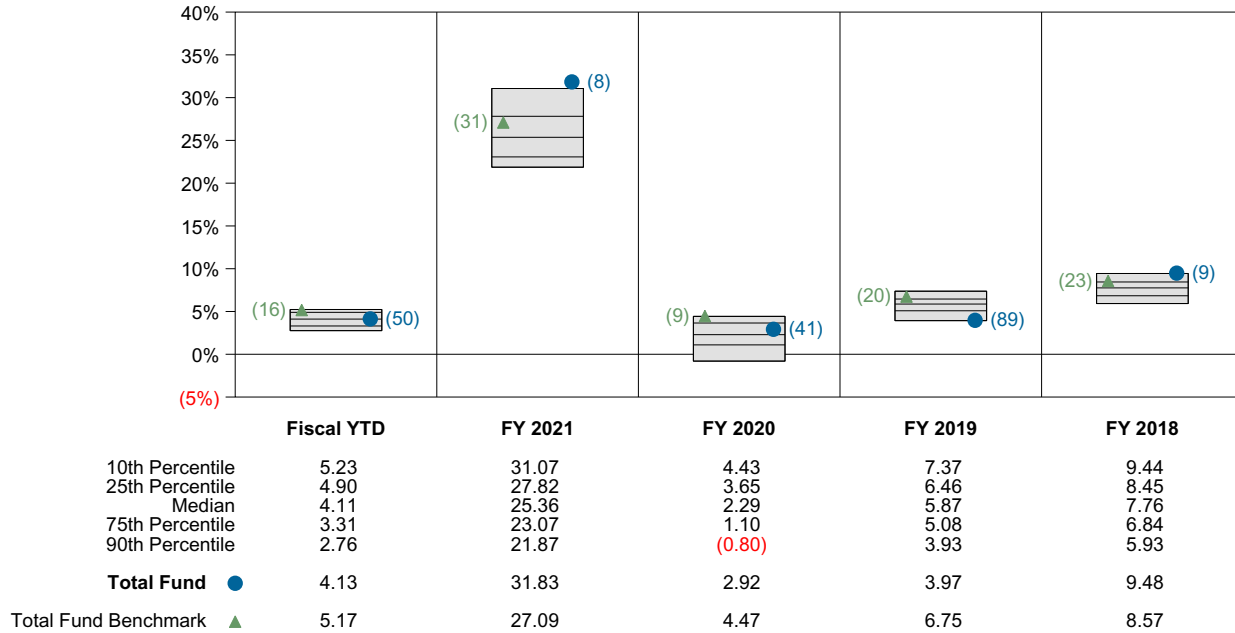


10th Percentile	0.36	0.93	(0.02)
25th Percentile	(0.25)	0.87	(0.48)
Median	(0.66)	0.83	(0.84)
75th Percentile	(1.27)	0.77	(1.15)
90th Percentile	(1.87)	0.73	(1.51)
Total Fund	● (1.45)	0.77	0.04

Mendocino County Employees' Retirement Association Performance vs Callan Public Fund Sponsor Database Periods Ended December 31, 2021

Return Ranking

The chart below illustrates fund rankings over various periods versus the Callan Public Fund Sponsor Database. The bars represent the range of returns from the 10th percentile to the 90th percentile for each period for all funds in the Callan Public Fund Sponsor Database. The numbers to the right of the bar represent the percentile rankings of the fund being analyzed. The table below the chart details the rates of return plotted in the graph above.



* Current Quarter Target = 37.5% Russell 3000 Index, 27.0% MSCI ACWIxUS Gross, 21.5% Blmbg Aggregate, 11.0% NCREIF NFI-ODCE Eq Wt Net and 3.0% NCREIF NFI-ODCE Eq Wt Net.

Domestic Equity Composite Period Ended December 31, 2021

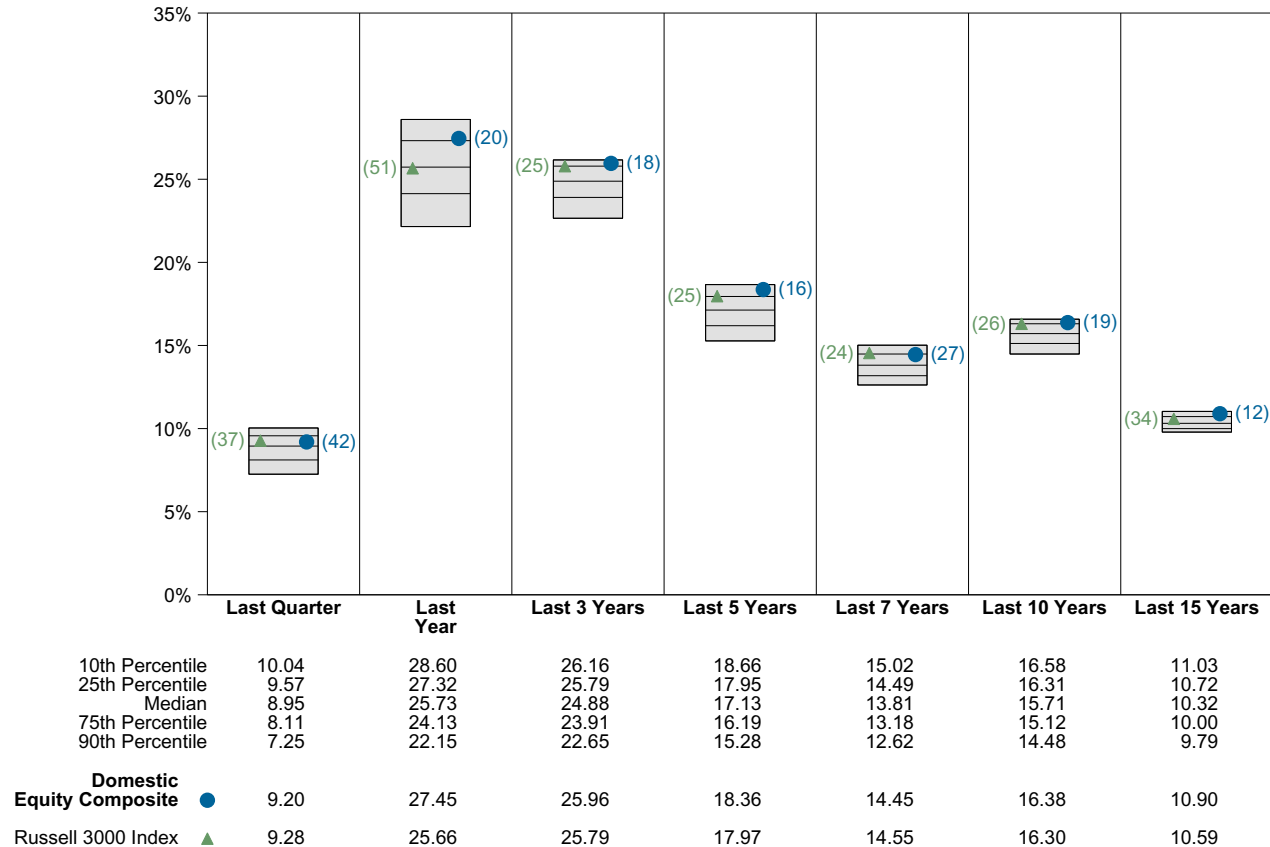
Quarterly Summary and Highlights

- Domestic Equity Composite's portfolio posted a 9.20% return for the quarter placing it in the 42 percentile of the Public Fund - Domestic Equity group for the quarter and in the 20 percentile for the last year.
- Domestic Equity Composite's portfolio underperformed the Russell 3000 Index by 0.08% for the quarter and outperformed the Russell 3000 Index for the year by 1.79%.

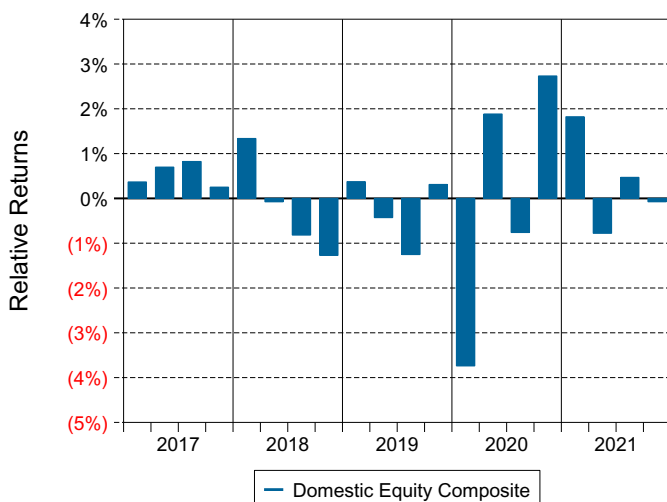
Quarterly Asset Growth

Beginning Market Value	\$271,731,531
Net New Investment	\$-26,881,045
Investment Gains/(Losses)	\$24,287,520
Ending Market Value	\$269,138,006

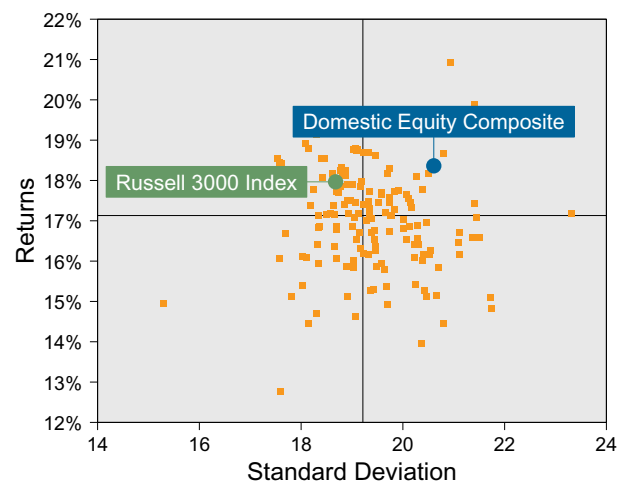
Performance vs Public Fund - Domestic Equity (Net)



Relative Return vs Russell 3000 Index



Public Fund - Domestic Equity (Net) Annualized Five Year Risk vs Return

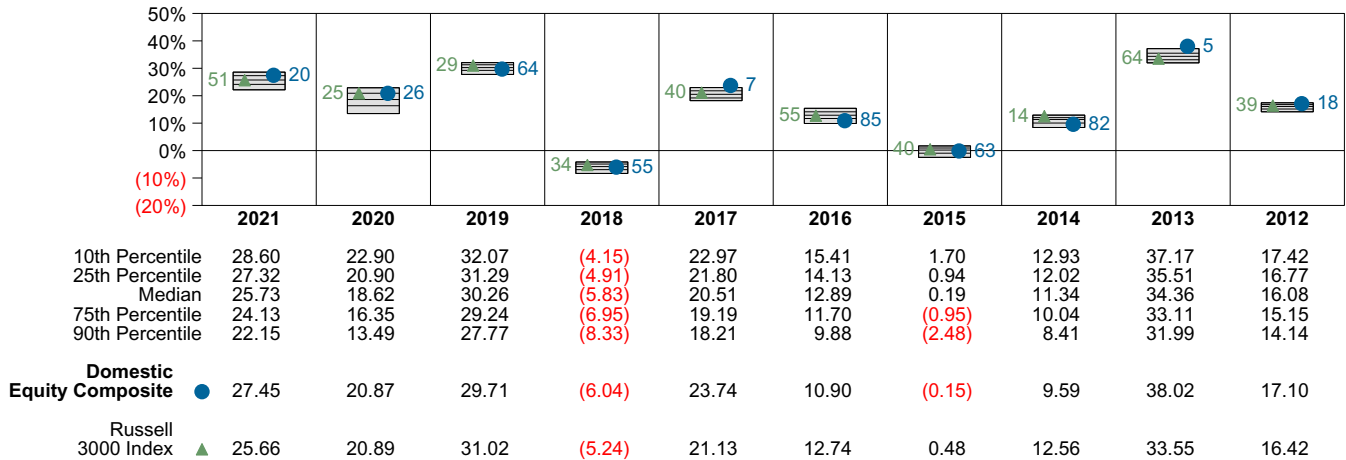


Domestic Equity Composite Return Analysis Summary

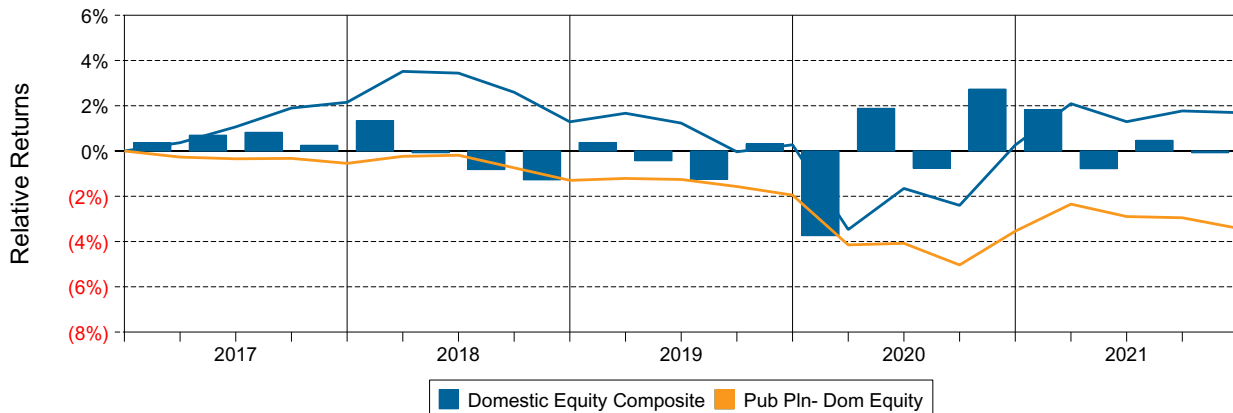
Return Analysis

The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

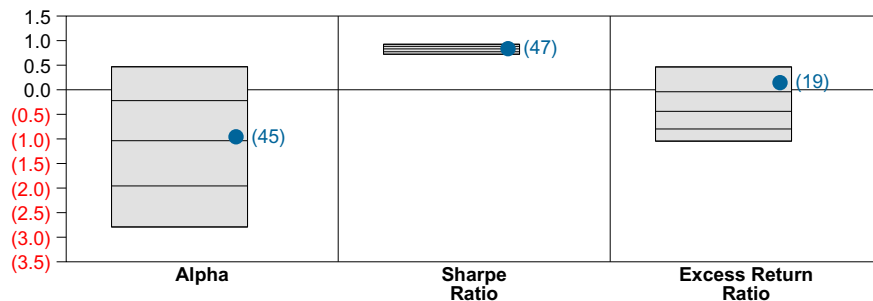
Performance vs Public Fund - Domestic Equity (Net)



Cumulative and Quarterly Relative Return vs Russell 3000 Index



Risk Adjusted Return Measures vs Russell 3000 Index Rankings Against Public Fund - Domestic Equity (Net) Five Years Ended December 31, 2021



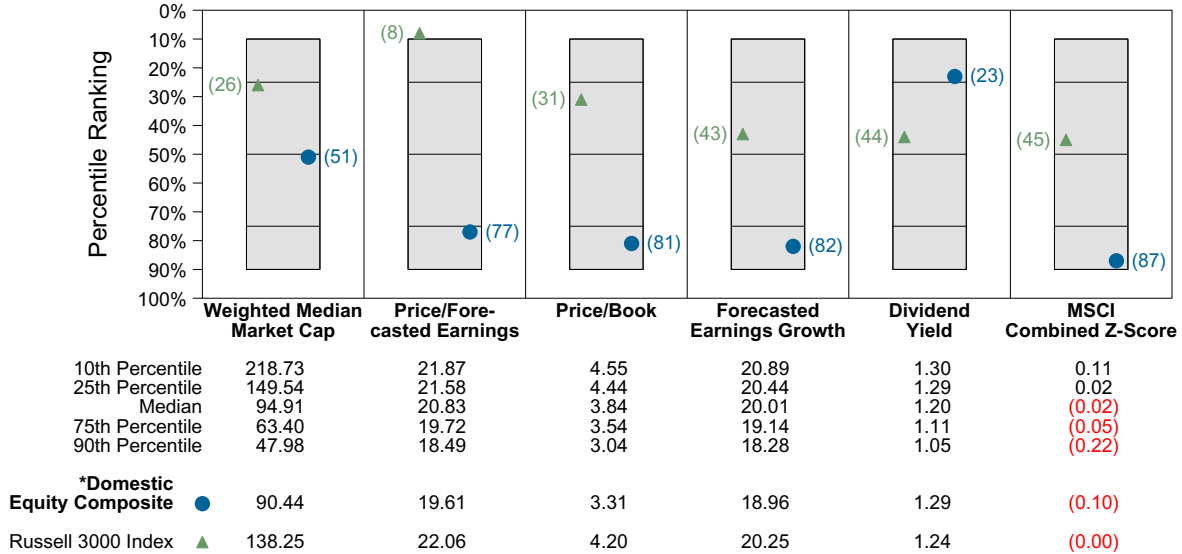
	Alpha	Sharpe Ratio	Excess Return Ratio
10th Percentile	0.47	0.93	0.46
25th Percentile	(0.22)	0.88	(0.04)
Median	(1.04)	0.83	(0.44)
75th Percentile	(1.96)	0.77	(0.80)
90th Percentile	(2.79)	0.72	(1.04)
Domestic Equity Composite	(0.96)	0.84	0.14

Domestic Equity Composite Equity Characteristics Analysis Summary

Portfolio Characteristics

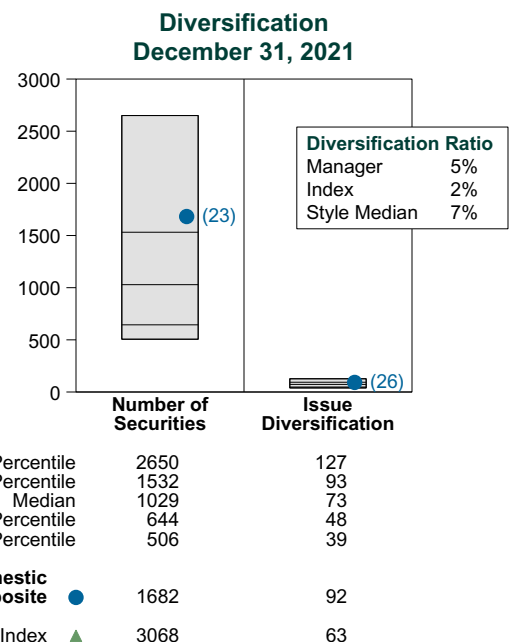
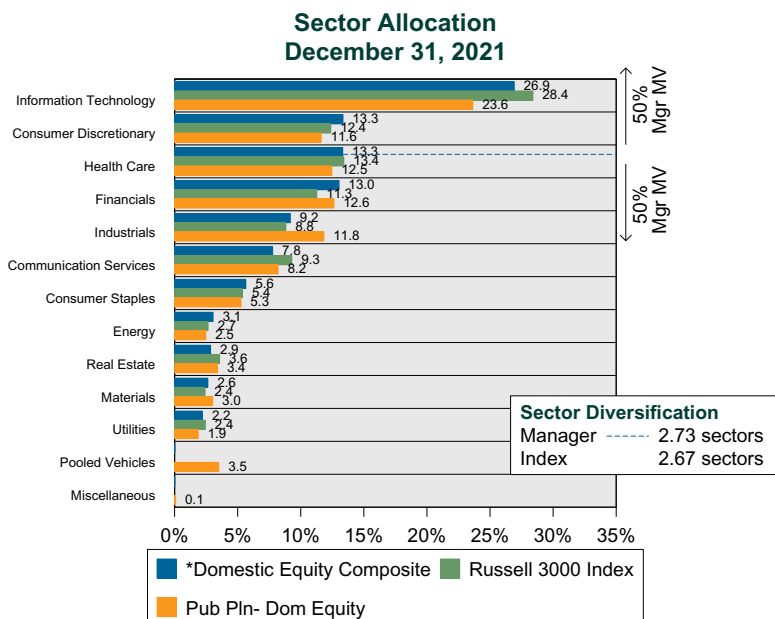
This graph compares the manager's portfolio characteristics with the range of characteristics for the portfolios which make up the manager's style group. This analysis illustrates whether the manager's current holdings are consistent with other managers employing the same style.

Portfolio Characteristics Percentile Rankings Rankings Against Public Fund - Domestic Equity as of December 31, 2021



Sector Weights

The graph below contrasts the manager's sector weights with those of the benchmark and median sector weights across the members of the peer group. The magnitude of sector weight differences from the index and the manager's sector diversification are also shown. Diversification by number and concentration of holdings are also compared to the benchmark and peer group. Issue Diversification represents by count, and Diversification Ratio by percent, the number of holdings that account for half of the portfolio's market value.

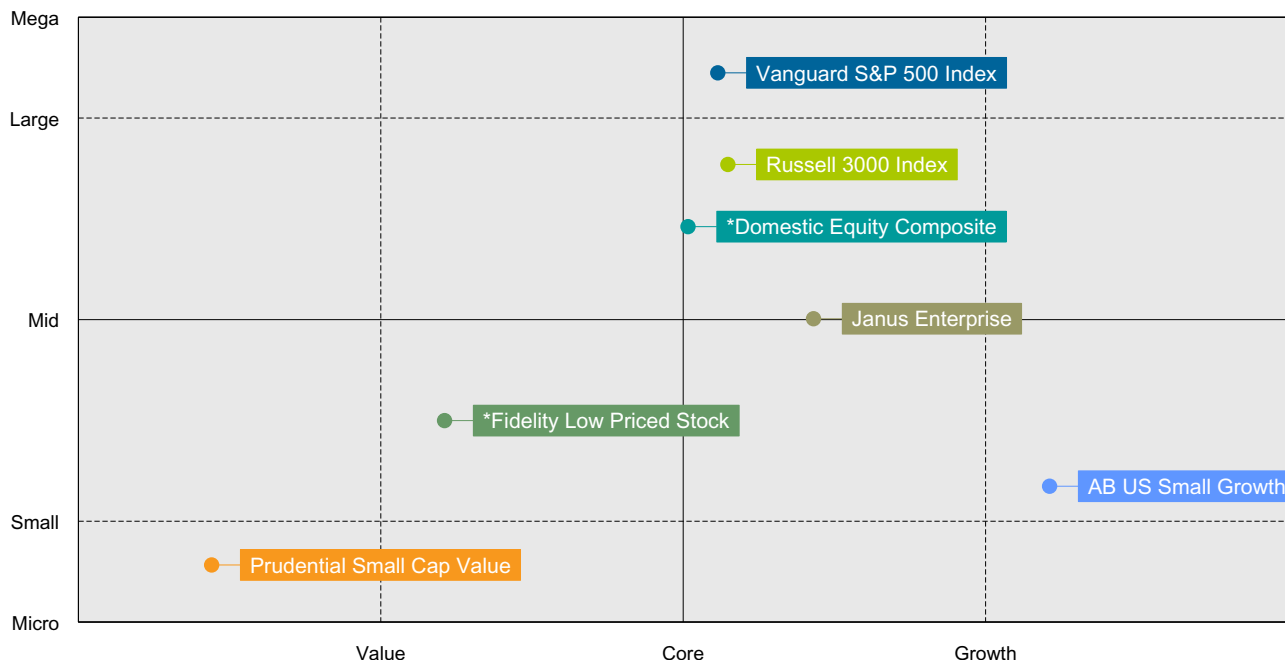


*12/31/21 portfolio characteristics generated using most recently available holdings (10/31/21) modified based on a "buy-and-hold" assumption (repriced and adjusted for corporate actions). Analysis is then done using current market and company financial data.

Holdings Based Style Analysis For One Quarter Ended December 31, 2021

This page analyzes and compares the investment styles of multiple portfolios using a detailed holdings-based style analysis methodology. The size component of style is measured by the weighted median market capitalization of the holdings. The value/core/growth style dimension is captured by the "Combined Z-Score" of the portfolio. This score is based on eight fundamental factors used in the MSCI stock style scoring system. The table below gives a more detailed breakdown of several relevant style metrics on the portfolios.

Style Map Holdings for One Quarter Ended December 31, 2021



	Weight %	Wtd Median Mkt Cap	Combined Z-Score	Growth Z-Score	Value Z-Score	Number of Securities	Security Diversification
Vanguard S&P 500 Index	70.58%	215.65	(0.03)	(0.02)	0.00	506	39.55
*Fidelity Low Priced Stock	7.56%	10.98	(0.73)	(0.19)	0.54	877	29.40
Janus Enterprise	7.45%	19.68	0.22	(0.01)	(0.23)	78	22.21
Prudential Small Cap Value	7.47%	1.93	(1.33)	(0.24)	1.09	306	81.70
AB US Small Growth	6.94%	5.79	0.81	0.16	(0.65)	101	32.94
*Domestic Equity Composite	100.00%	90.44	(0.10)	(0.04)	0.06	1682	91.85
Russell 3000 Index	-	138.25	(0.00)	(0.02)	(0.02)	3068	62.52

* 12/31/21 portfolio characteristics generated using most recently available holdings (10/31/21) modified based on a "buy-and-hold" assumption (repriced and adjusted for corporate actions). Analysis is then done using current market and company financial data.

Vanguard S&P 500 Index Period Ended December 31, 2021

Investment Philosophy

Vanguard's Institutional Index Fund is passively administered using a "full replication" approach. Under this method, the fund holds all of the 500 underlying securities in proportion to their weighting in the index. The fund remains fully invested in equities at all times and does not make judgement calls on the direction of the S&P 500 Index. Portfolio was funded September 2013. Historical returns are that of the manager's composite.

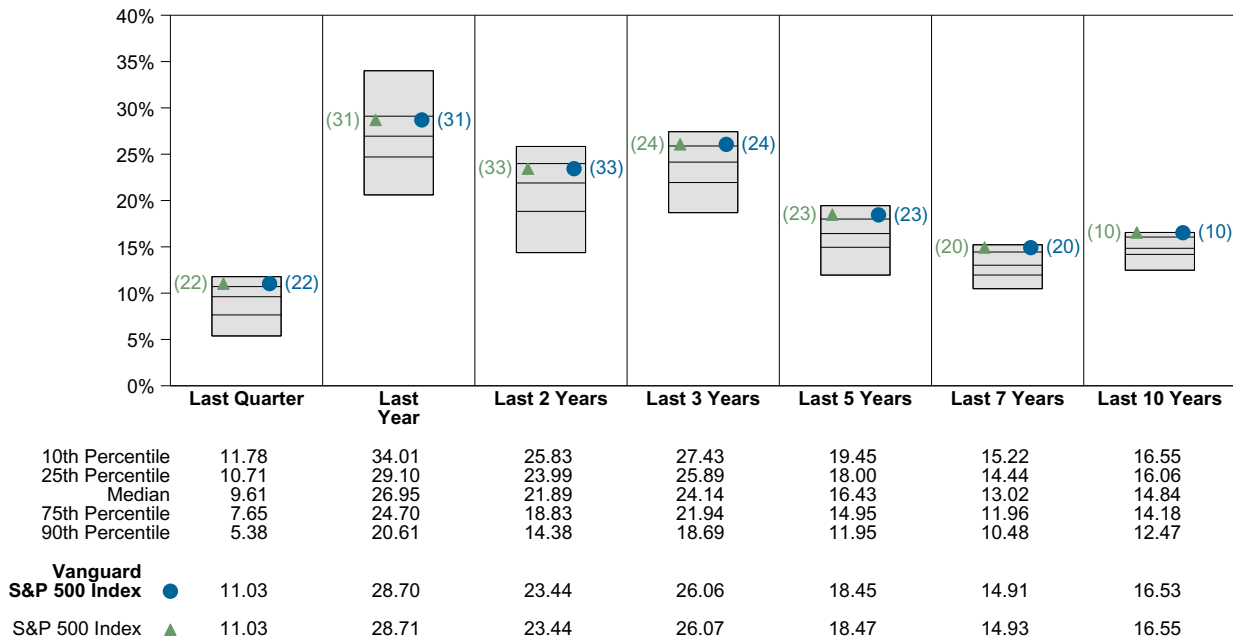
Quarterly Summary and Highlights

- Vanguard S&P 500 Index's portfolio posted a 11.03% return for the quarter placing it in the 22 percentile of the Callan Large Cap Core Mutual Funds group for the quarter and in the 31 percentile for the last year.
- Vanguard S&P 500 Index's portfolio outperformed the S&P 500 Index by 0.00% for the quarter and underperformed the S&P 500 Index for the year by 0.01%.

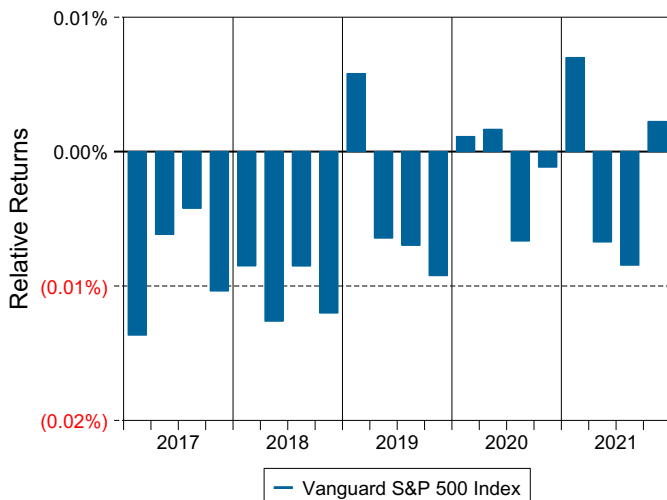
Quarterly Asset Growth

Beginning Market Value	\$190,544,328
Net New Investment	\$-20,881,045
Investment Gains/(Losses)	\$20,295,428
Ending Market Value	\$189,958,711

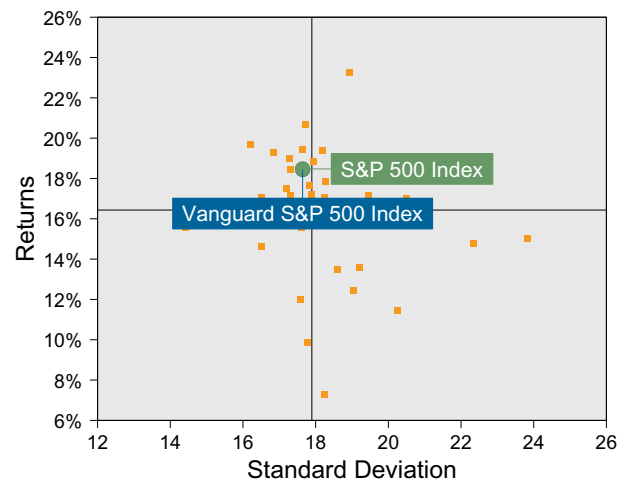
Performance vs Callan Large Cap Core Mutual Funds (Net)



Relative Return vs S&P 500 Index



Callan Large Cap Core Mutual Funds (Net) Annualized Five Year Risk vs Return

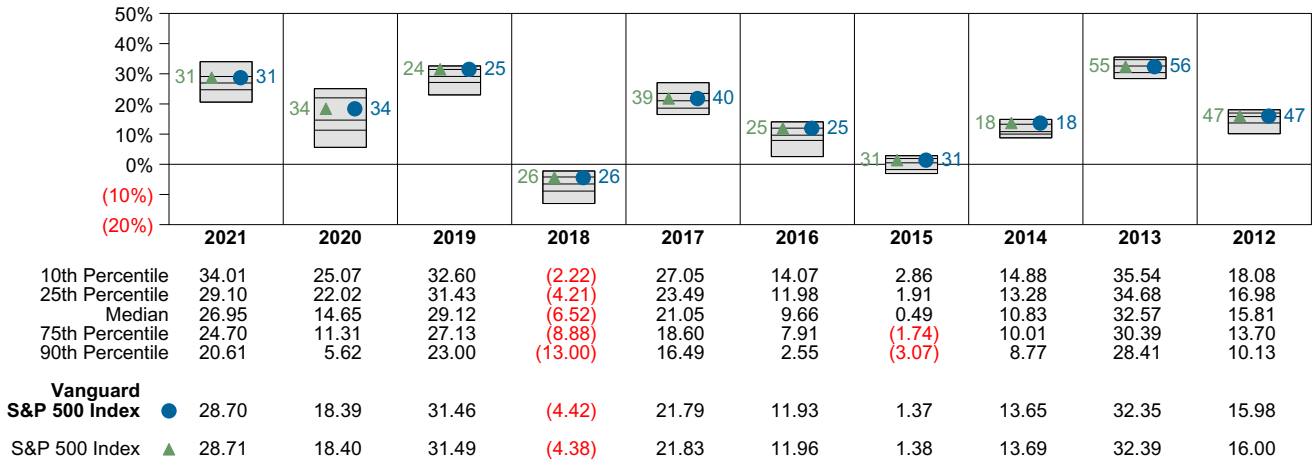


Vanguard S&P 500 Index Return Analysis Summary

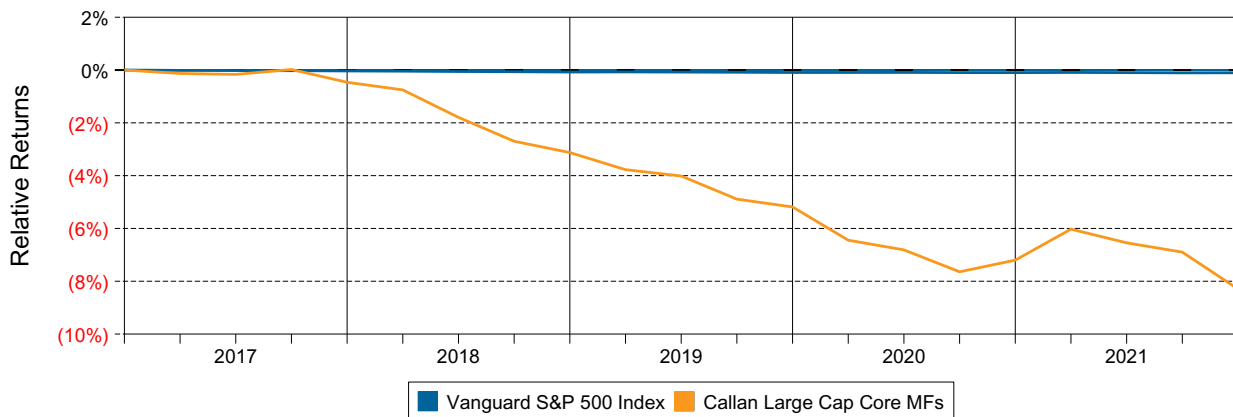
Return Analysis

The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

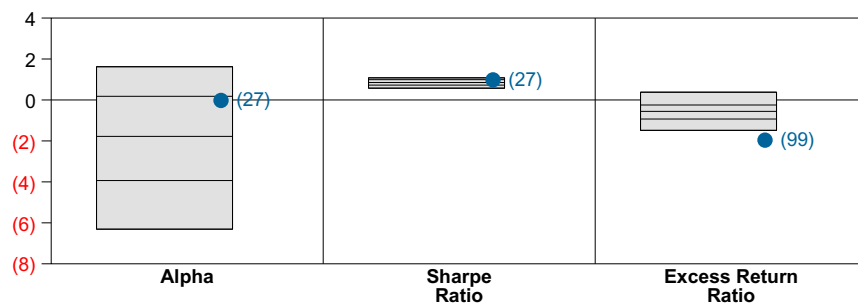
Performance vs Callan Large Cap Core Mutual Funds (Net)



Cumulative and Quarterly Relative Return vs S&P 500 Index



Risk Adjusted Return Measures vs S&P 500 Index Rankings Against Callan Large Cap Core Mutual Funds (Net) Five Years Ended December 31, 2021



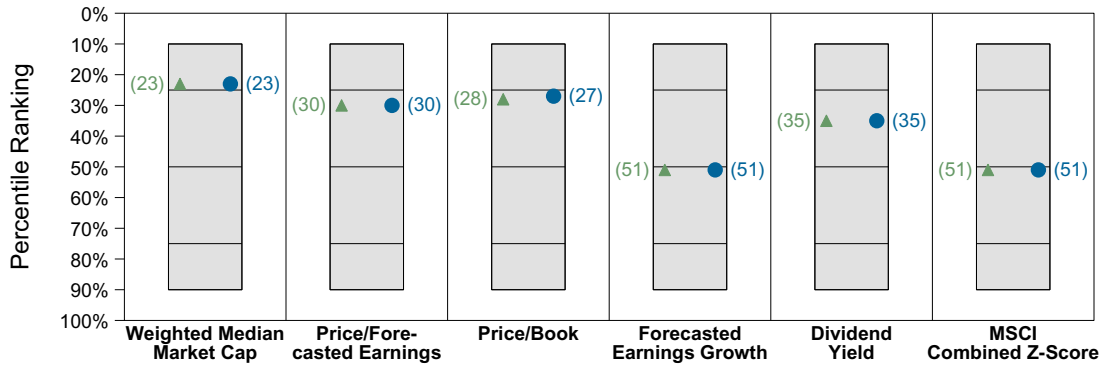
	Alpha	Sharpe Ratio	Excess Return Ratio
10th Percentile	1.62	1.08	0.38
25th Percentile	0.18	0.99	(0.25)
Median	(1.78)	0.85	(0.56)
75th Percentile	(3.94)	0.72	(0.93)
90th Percentile	(6.31)	0.58	(1.48)
Vanguard S&P 500 Index	(0.02)	0.98	(1.96)

Vanguard S&P 500 Index Equity Characteristics Analysis Summary

Portfolio Characteristics

This graph compares the manager's portfolio characteristics with the range of characteristics for the portfolios which make up the manager's style group. This analysis illustrates whether the manager's current holdings are consistent with other managers employing the same style.

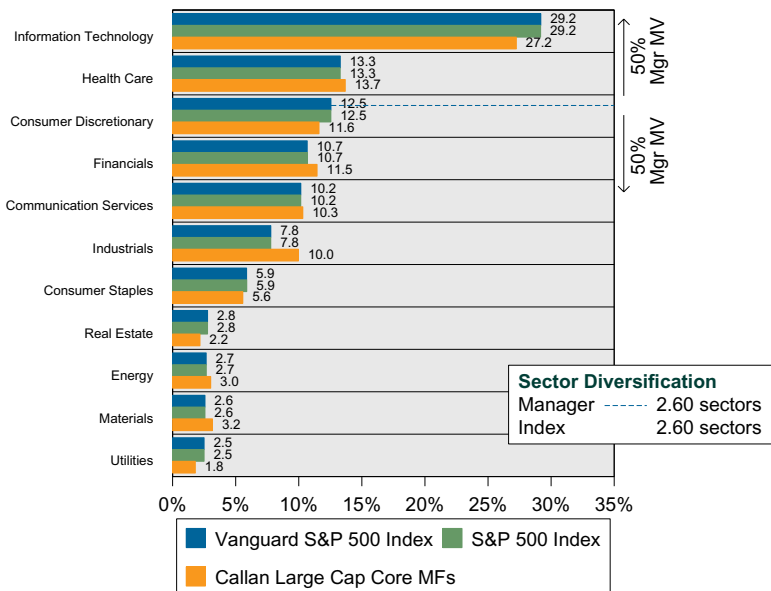
Portfolio Characteristics Percentile Rankings Rankings Against Callan Large Cap Core Mutual Funds as of December 31, 2021



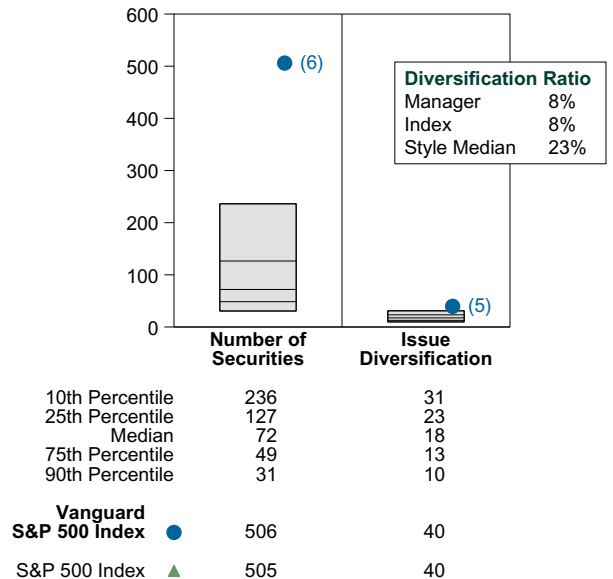
Sector Weights

The graph below contrasts the manager's sector weights with those of the benchmark and median sector weights across the members of the peer group. The magnitude of sector weight differences from the index and the manager's sector diversification are also shown. Diversification by number and concentration of holdings are also compared to the benchmark and peer group. Issue Diversification represents by count, and Diversification Ratio by percent, the number of holdings that account for half of the portfolio's market value.

Sector Allocation December 31, 2021



Diversification December 31, 2021



Fidelity Low Priced Stock Period Ended December 31, 2021

Investment Philosophy

Longtime portfolio manager Joel Tillinghast and a dedicated small cap team at Fidelity utilize a fundamental, bottom-up investment process to identify stocks priced at \$35 or less or with an earnings yield in excess of the Russell 2000 index at time of purchase. Candidates must also exhibit modest valuations, good return on capital, strong or improving cash flows, and improving business environments. The portfolio is well diversified and may invest in up to 35% outside the U.S. and is well diversified with between 600 and 1000 holdings.

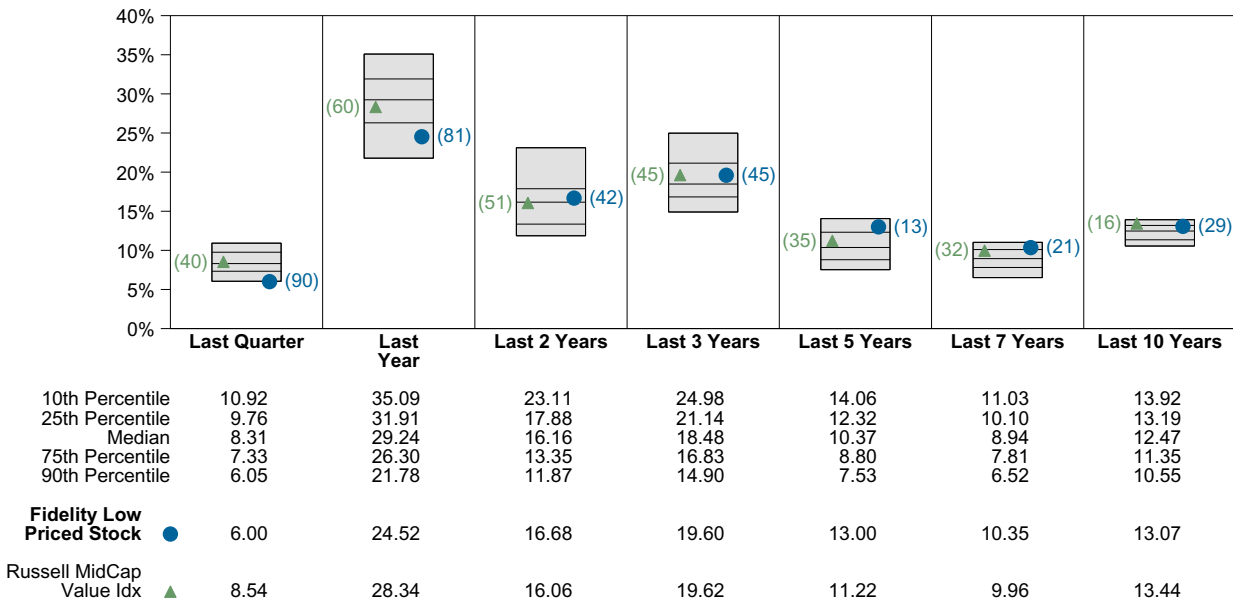
Quarterly Summary and Highlights

- Fidelity Low Priced Stock's portfolio posted a 6.00% return for the quarter placing it in the 90 percentile of the Callan Mid Cap Value Mutual Funds group for the quarter and in the 81 percentile for the last year.
- Fidelity Low Priced Stock's portfolio underperformed the Russell MidCap Value Idx by 2.54% for the quarter and underperformed the Russell MidCap Value Idx for the year by 3.81%.

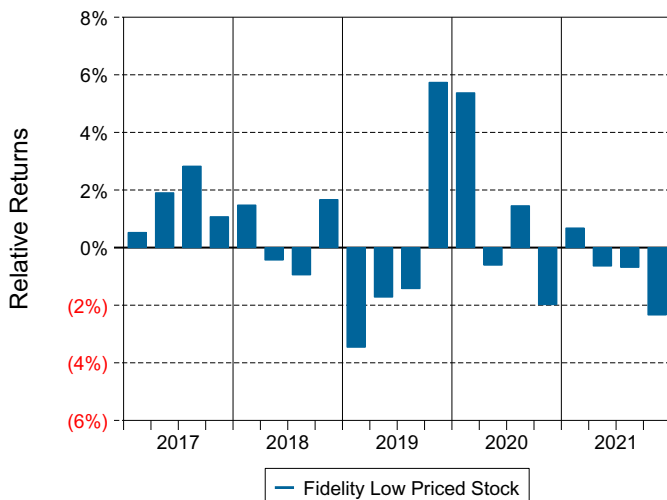
Quarterly Asset Growth

Beginning Market Value	\$22,094,994
Net New Investment	-\$3,000,000
Investment Gains/(Losses)	\$1,262,584
Ending Market Value	\$20,357,577

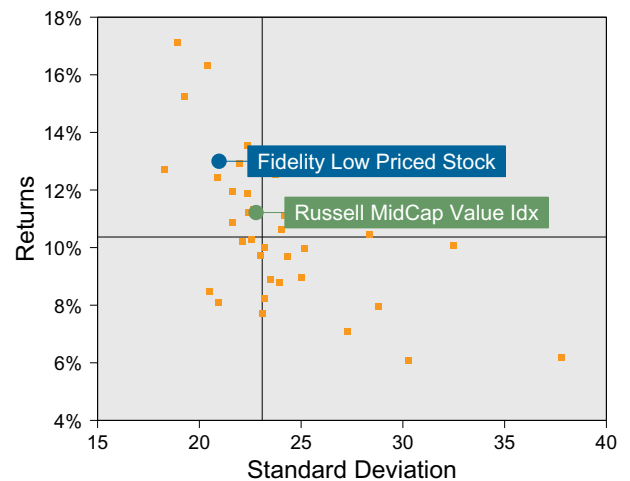
Performance vs Callan Mid Cap Value Mutual Funds (Net)



Relative Return vs Russell MidCap Value Idx



Callan Mid Cap Value Mutual Funds (Net) Annualized Five Year Risk vs Return

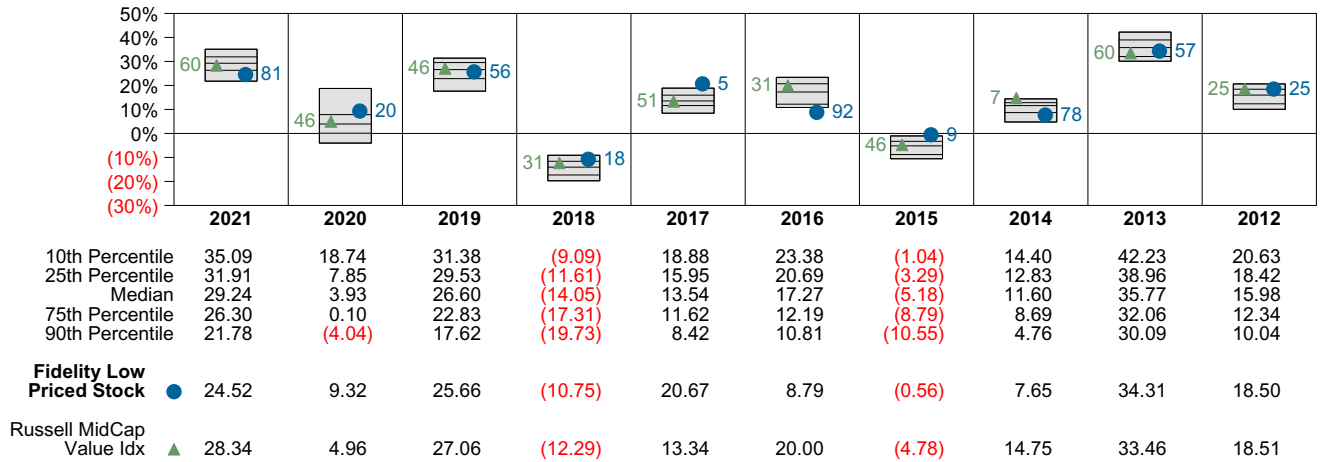


Fidelity Low Priced Stock Return Analysis Summary

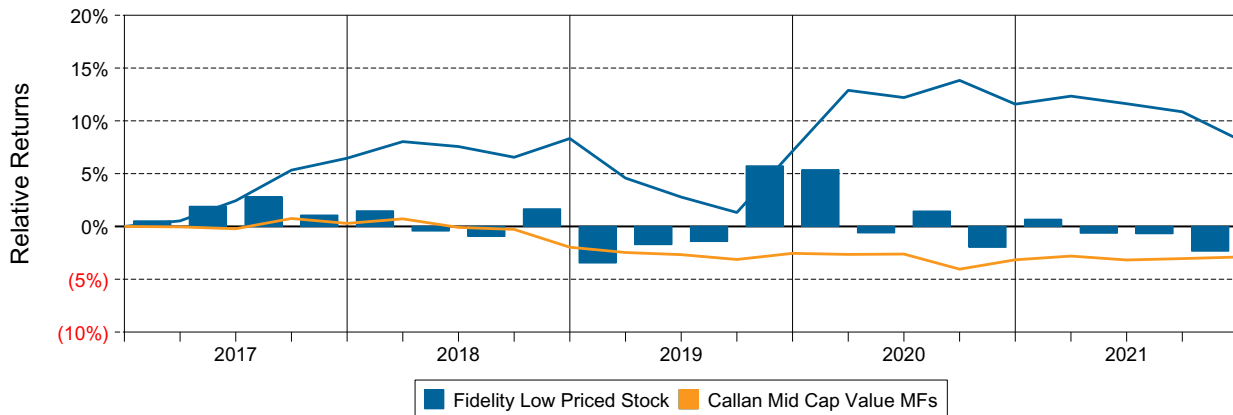
Return Analysis

The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

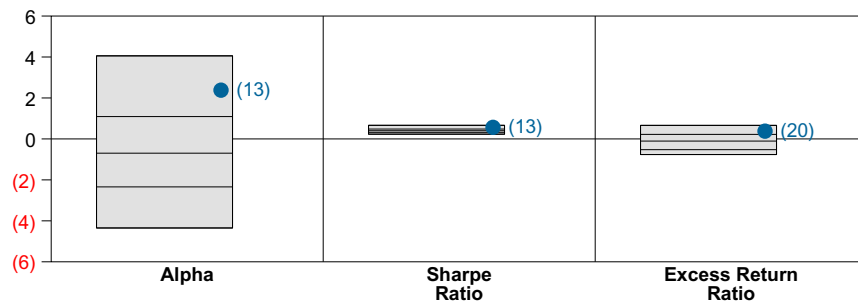
Performance vs Callan Mid Cap Value Mutual Funds (Net)



Cumulative and Quarterly Relative Return vs Russell MidCap Value Idx



Risk Adjusted Return Measures vs Russell MidCap Value Idx Rankings Against Callan Mid Cap Value Mutual Funds (Net) Five Years Ended December 31, 2021



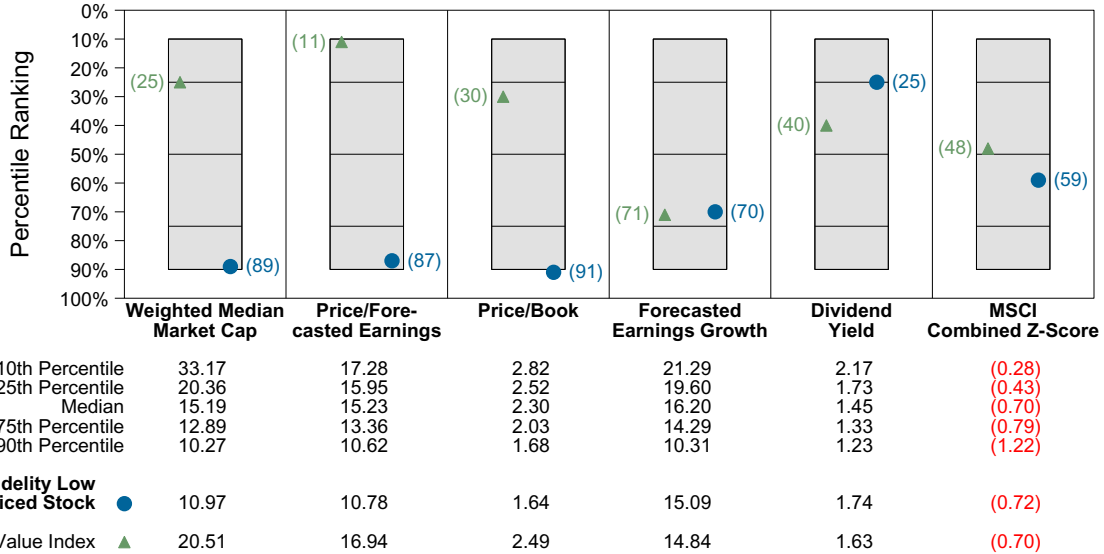
	Alpha	Sharpe Ratio	Excess Return Ratio
10th Percentile	4.06	0.66	0.66
25th Percentile	1.09	0.48	0.22
Median	(0.70)	0.40	(0.11)
75th Percentile	(2.34)	0.32	(0.53)
90th Percentile	(4.35)	0.23	(0.76)
Fidelity Low Priced Stock	● 2.38	0.57	0.38

Fidelity Low Priced Stock Equity Characteristics Analysis Summary

Portfolio Characteristics

This graph compares the manager's portfolio characteristics with the range of characteristics for the portfolios which make up the manager's style group. This analysis illustrates whether the manager's current holdings are consistent with other managers employing the same style.

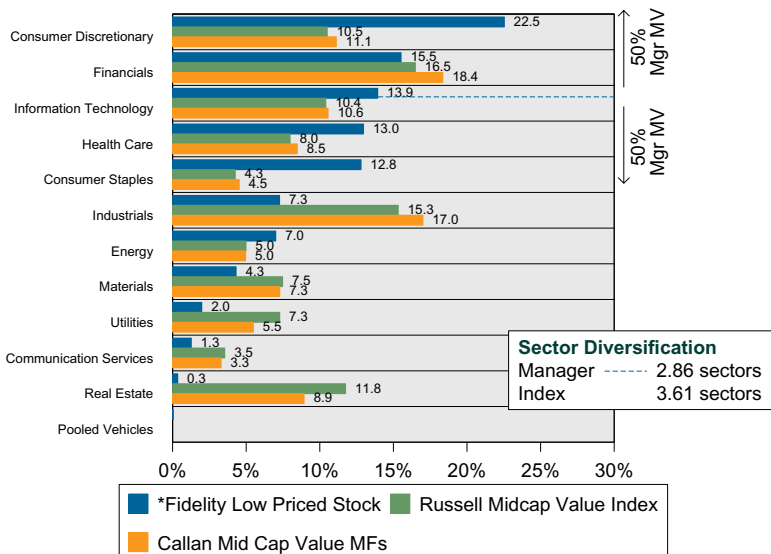
Portfolio Characteristics Percentile Rankings Rankings Against Callan Mid Cap Value Mutual Funds as of December 31, 2021



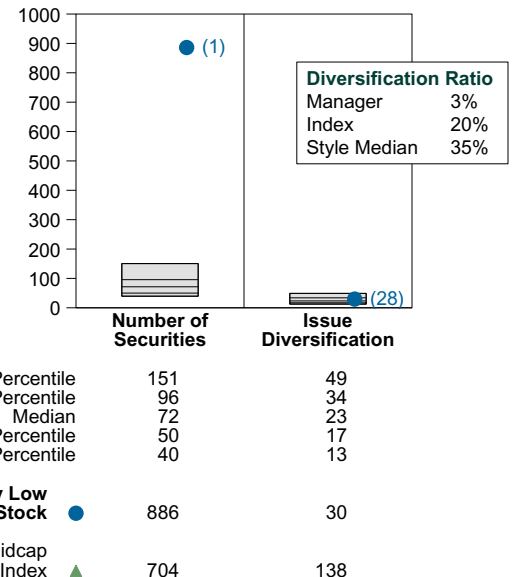
Sector Weights

The graph below contrasts the manager's sector weights with those of the benchmark and median sector weights across the members of the peer group. The magnitude of sector weight differences from the index and the manager's sector diversification are also shown. Diversification by number and concentration of holdings are also compared to the benchmark and peer group. Issue Diversification represents by count, and Diversification Ratio by percent, the number of holdings that account for half of the portfolio's market value.

Sector Allocation December 31, 2021



Diversification December 31, 2021



*12/31/21 portfolio characteristics generated using most recently available holdings (10/31/21) modified based on a "buy-and-hold" assumption (repriced and adjusted for corporate actions). Analysis is then done using current market and company financial data.

Janus Enterprise

Period Ended December 31, 2021

Investment Philosophy

Janus believes that investing in companies with sustainable growth and high return on invested capital can drive consistent returns with moderate risk. The team seeks to identify mid cap companies with high quality management teams that wisely allocate capital to drive growth over time. Switched from Class T Shares to Class I Shares in December 2009 and Class N Shares in July 2016.

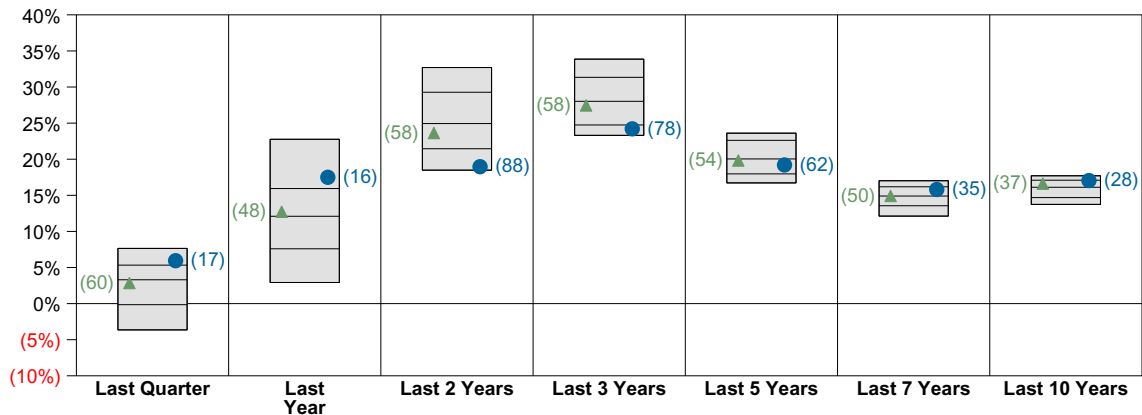
Quarterly Summary and Highlights

- Janus Enterprise's portfolio posted a 5.94% return for the quarter placing it in the 17 percentile of the Callan Mid Cap Growth Mutual Funds group for the quarter and in the 16 percentile for the last year.
- Janus Enterprise's portfolio outperformed the Russell MidCap Growth Idx by 3.09% for the quarter and outperformed the Russell MidCap Growth Idx for the year by 4.77%.

Quarterly Asset Growth

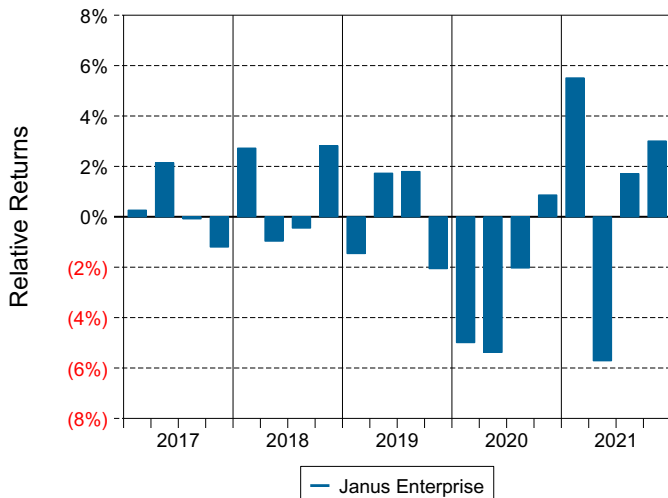
Beginning Market Value	\$21,774,802
Net New Investment	\$-3,000,000
Investment Gains/(Losses)	\$1,270,669
Ending Market Value	\$20,045,471

Performance vs Callan Mid Cap Growth Mutual Funds (Net)

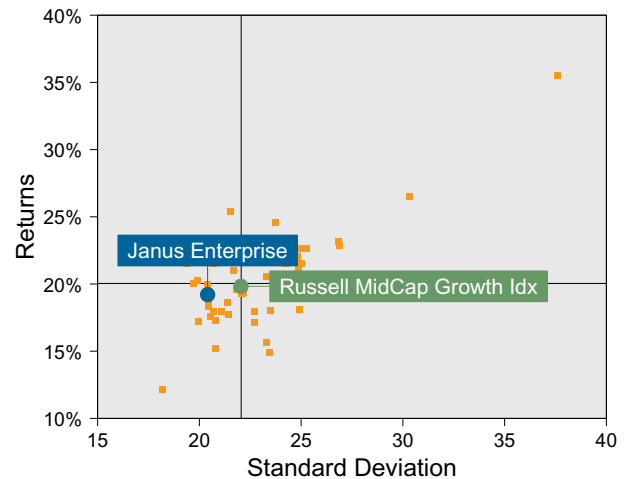


10th Percentile	7.65	22.76	32.70	33.86	23.61	17.02	17.71
25th Percentile	5.33	15.94	29.28	31.34	22.62	16.18	17.10
Median	3.30	12.09	24.94	28.02	20.04	14.90	16.11
75th Percentile	(0.15)	7.59	21.45	24.74	17.97	13.55	14.69
90th Percentile	(3.64)	2.92	18.48	23.30	16.72	12.12	13.74
Janus Enterprise	● 5.94	17.50	18.96	24.21	19.21	15.81	17.04
Russell MidCap Growth Idx	▲ 2.85	12.73	23.63	27.46	19.83	14.92	16.63

Relative Return vs Russell MidCap Growth Idx



Callan Mid Cap Growth Mutual Funds (Net) Annualized Five Year Risk vs Return

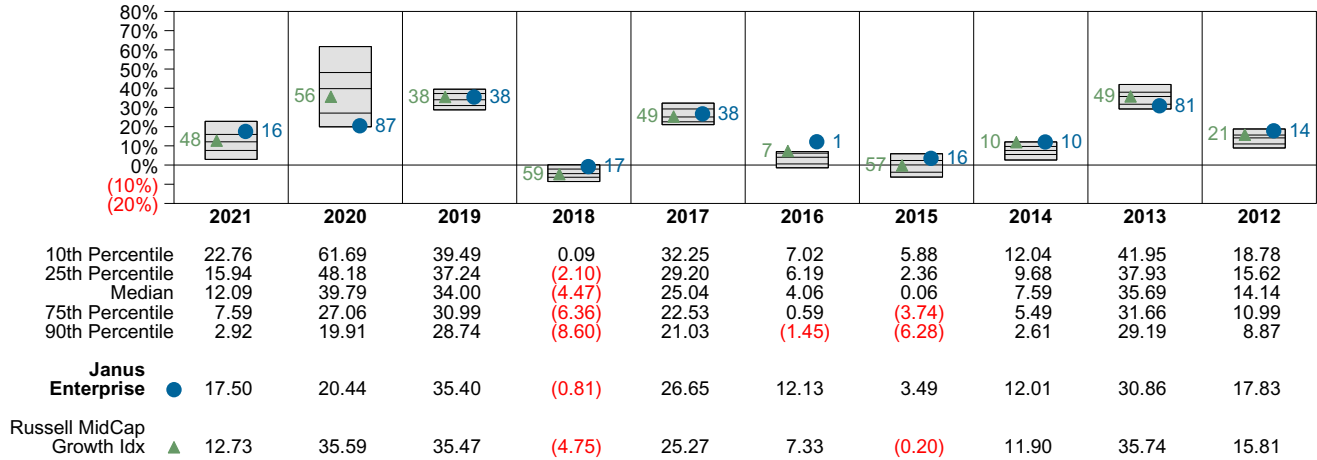


Janus Enterprise Return Analysis Summary

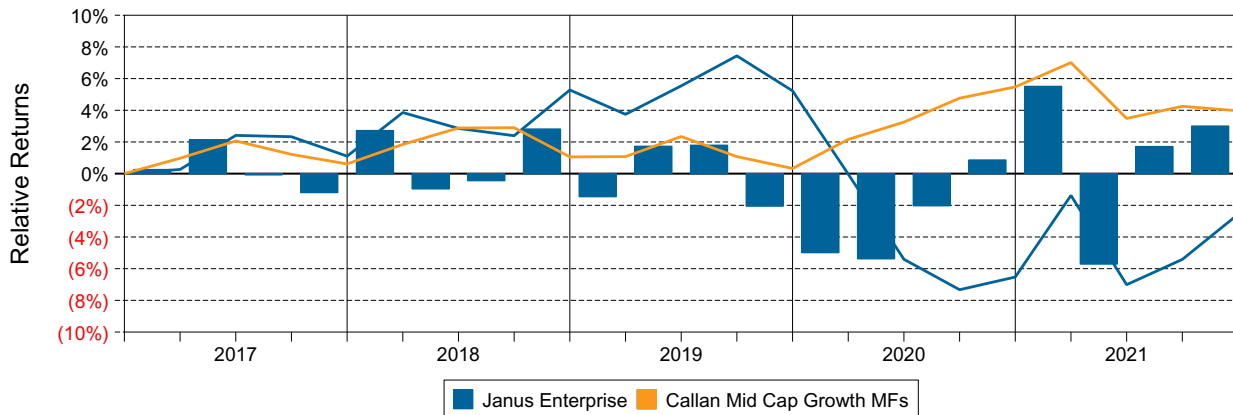
Return Analysis

The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

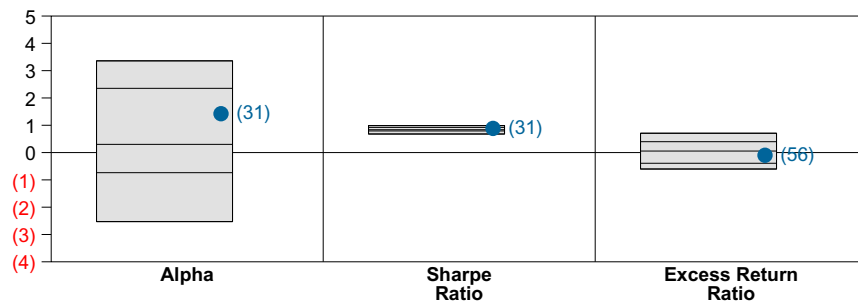
Performance vs Callan Mid Cap Growth Mutual Funds (Net)



Cumulative and Quarterly Relative Return vs Russell MidCap Growth Idx



Risk Adjusted Return Measures vs Russell MidCap Growth Idx Rankings Against Callan Mid Cap Growth Mutual Funds (Net) Five Years Ended December 31, 2021

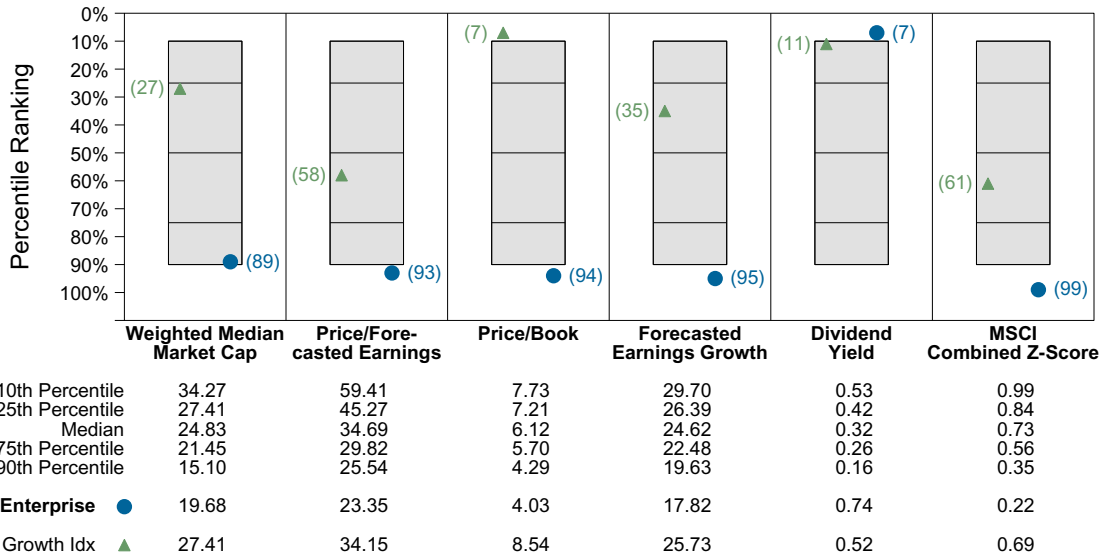


Janus Enterprise Equity Characteristics Analysis Summary

Portfolio Characteristics

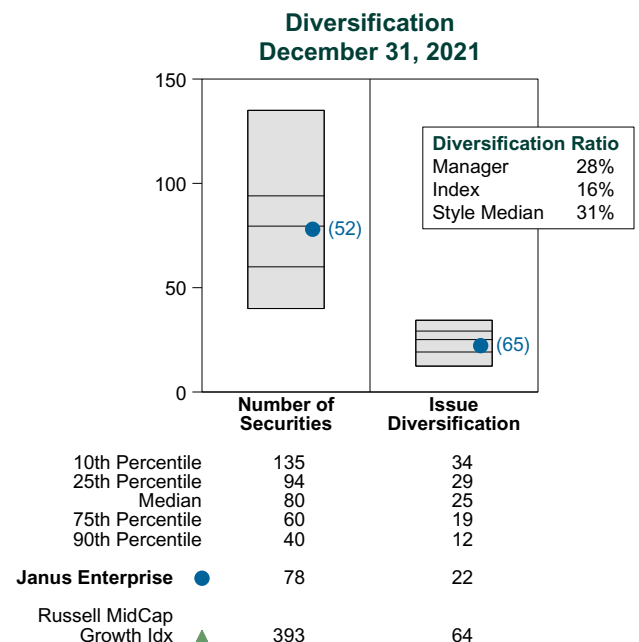
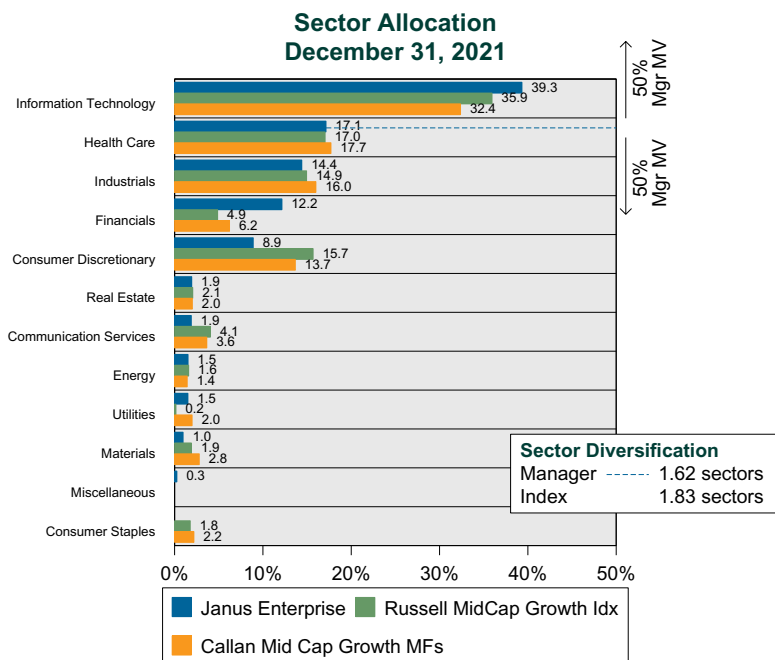
This graph compares the manager's portfolio characteristics with the range of characteristics for the portfolios which make up the manager's style group. This analysis illustrates whether the manager's current holdings are consistent with other managers employing the same style.

Portfolio Characteristics Percentile Rankings Rankings Against Callan Mid Cap Growth Mutual Funds as of December 31, 2021



Sector Weights

The graph below contrasts the manager's sector weights with those of the benchmark and median sector weights across the members of the peer group. The magnitude of sector weight differences from the index and the manager's sector diversification are also shown. Diversification by number and concentration of holdings are also compared to the benchmark and peer group. Issue Diversification represents by count, and Diversification Ratio by percent, the number of holdings that account for half of the portfolio's market value.



Prudential Small Cap Value Period Ended December 31, 2021

Investment Philosophy

Quantitative Management Associates LLC (QMA) is an SEC-registered investment adviser and a limited liability company. QMA operated for many years as a unit within Prudential Financial's asset management business, known as Prudential Investment Management, Inc. (PIM). In July 2004, the quantitative management business of PIM was transferred to QMA. The QMA Small Cap Value strategy is a quantitatively based investment approach. The team believes a systematic approach that focuses on stocks with low valuations and confirming signals of attractiveness can outperform a small cap value benchmark. Its research shows that adapting to changing market conditions by dynamically shifting the weight on specific factors, while simultaneously maintaining a focus on value stocks, leads to better performance than using static factor exposures. It is a diversified portfolio typically holding between 250 to 350 securities with the Russell 2000 Value Index as the appropriate benchmark. Switched share class in September 2015.

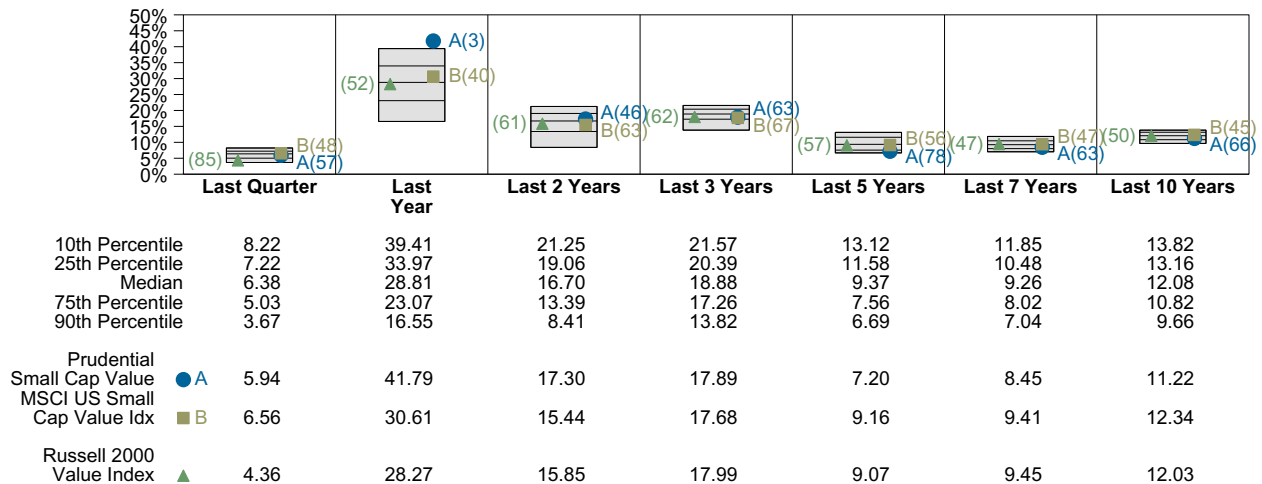
Quarterly Summary and Highlights

- Prudential Small Cap Value's portfolio posted a 5.94% return for the quarter placing it in the 57 percentile of the Callan Small Cap Value Mutual Funds group for the quarter and in the 3 percentile for the last year.
- Prudential Small Cap Value's portfolio outperformed the Russell 2000 Value Index by 1.59% for the quarter and outperformed the Russell 2000 Value Index for the year by 13.52%.

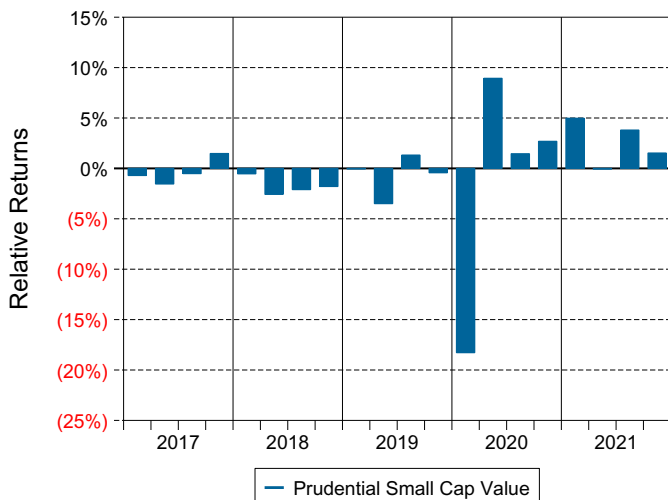
Quarterly Asset Growth

Beginning Market Value	\$18,971,542
Net New Investment	\$0
Investment Gains/(Losses)	\$1,127,843
Ending Market Value	\$20,099,385

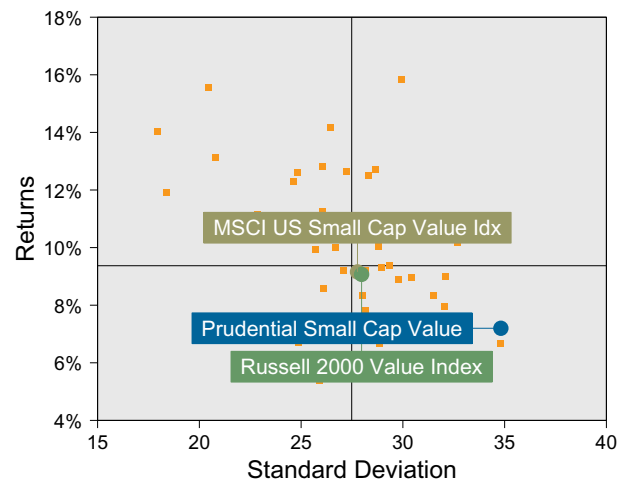
Performance vs Callan Small Cap Value Mutual Funds (Net)



Relative Return vs Russell 2000 Value Index



Callan Small Cap Value Mutual Funds (Net) Annualized Five Year Risk vs Return

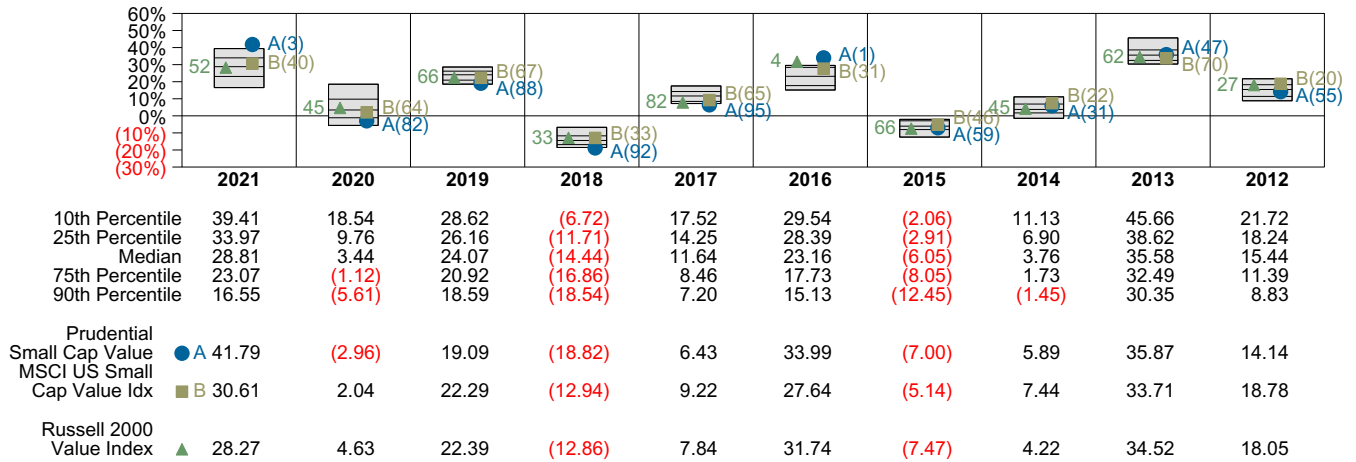


Prudential Small Cap Value Return Analysis Summary

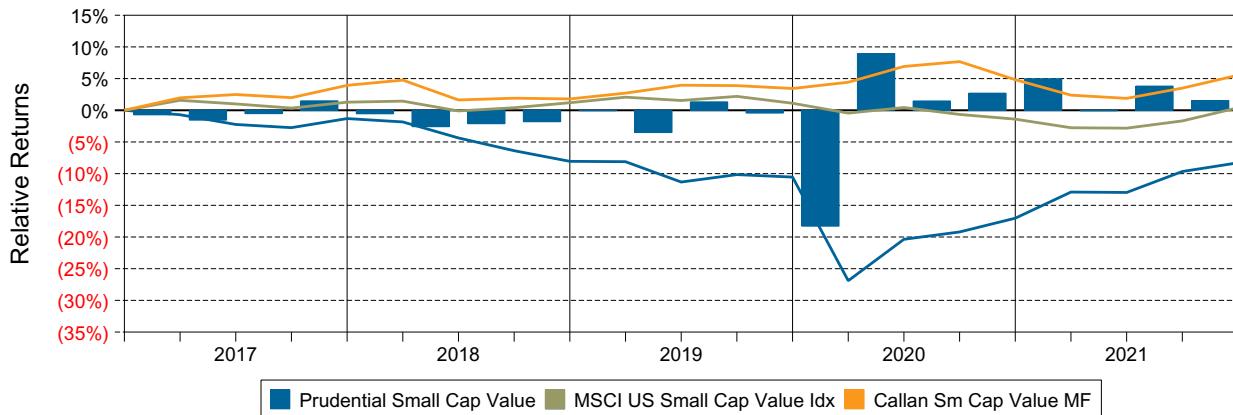
Return Analysis

The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

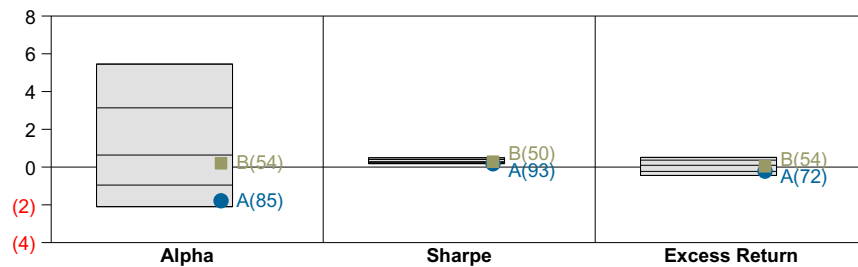
Performance vs Callan Small Cap Value Mutual Funds (Net)



Cumulative and Quarterly Relative Return vs Russell 2000 Value Index



Risk Adjusted Return Measures vs Russell 2000 Value Index Rankings Against Callan Small Cap Value Mutual Funds (Net) Five Years Ended December 31, 2021



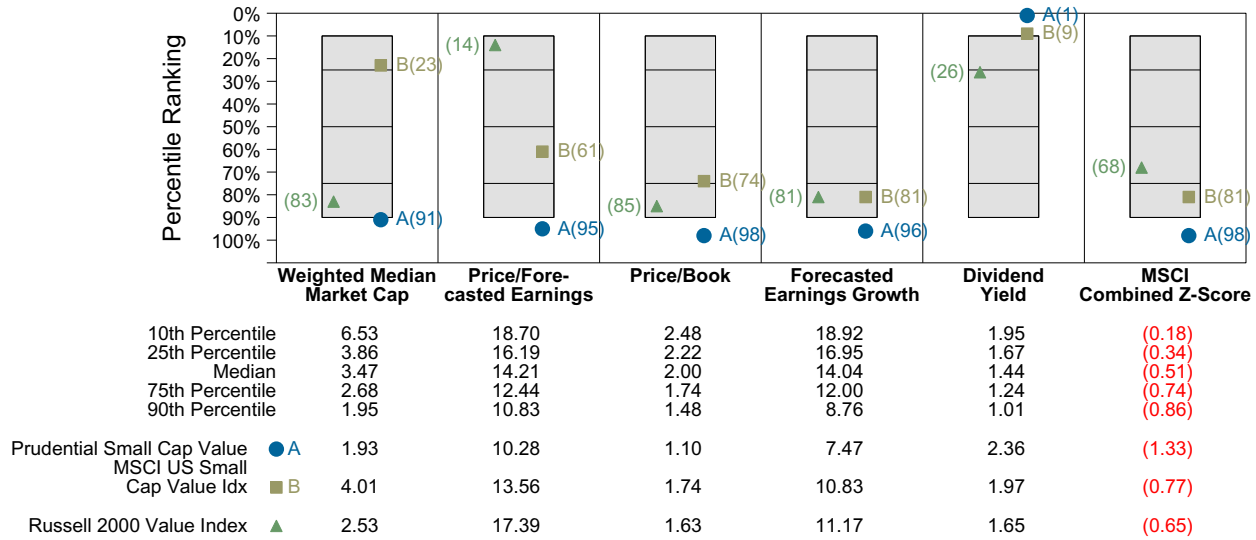
	Alpha	Sharpe Ratio	Excess Return Ratio
10th Percentile	5.45	0.49	0.51
25th Percentile	3.14	0.40	0.37
Median	0.64	0.29	0.09
75th Percentile	(0.95)	0.23	(0.23)
90th Percentile	(2.10)	0.18	(0.44)
Prudential Small Cap Value	(1.79)	0.17	(0.22)
MSCI US Small Cap Value Idx	0.20	0.29	0.04

Prudential Small Cap Value Equity Characteristics Analysis Summary

Portfolio Characteristics

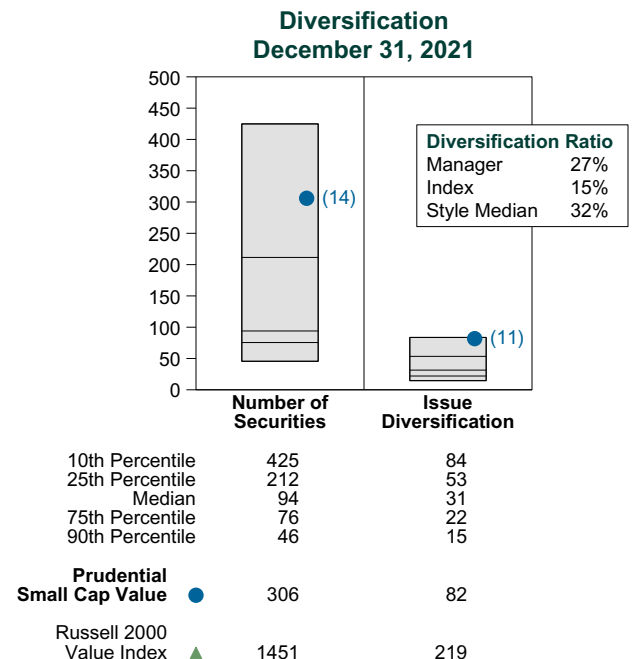
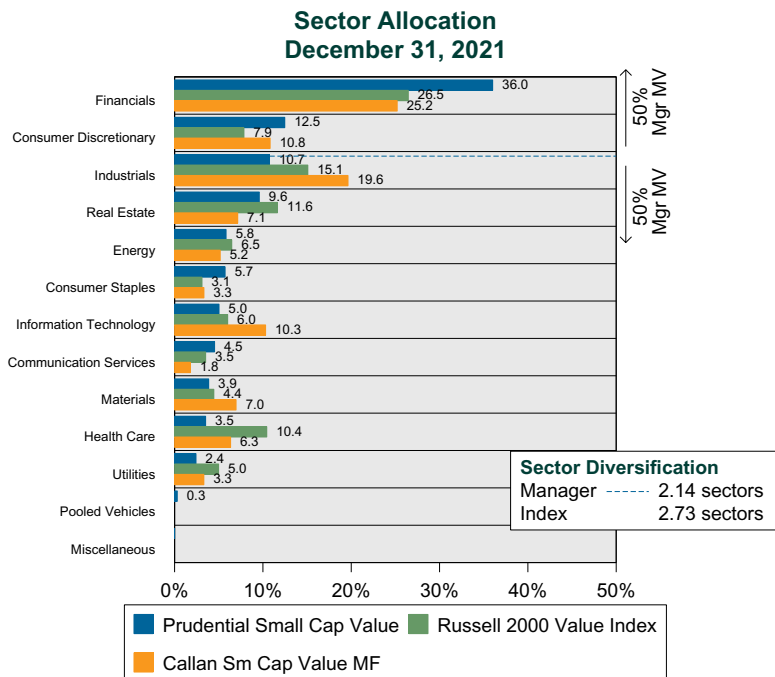
This graph compares the manager's portfolio characteristics with the range of characteristics for the portfolios which make up the manager's style group. This analysis illustrates whether the manager's current holdings are consistent with other managers employing the same style.

Portfolio Characteristics Percentile Rankings Rankings Against Callan Small Cap Value Mutual Funds as of December 31, 2021



Sector Weights

The graph below contrasts the manager's sector weights with those of the benchmark and median sector weights across the members of the peer group. The magnitude of sector weight differences from the index and the manager's sector diversification are also shown. Diversification by number and concentration of holdings are also compared to the benchmark and peer group. Issue Diversification represents by count, and Diversification Ratio by percent, the number of holdings that account for half of the portfolio's market value.



AB US Small Growth Period Ended December 31, 2021

Investment Philosophy

AB's small cap growth investment process emphasizes in-house fundamental research and direct management contact in order to identify rapidly growing companies with accelerating earnings power and reasonable valuations.

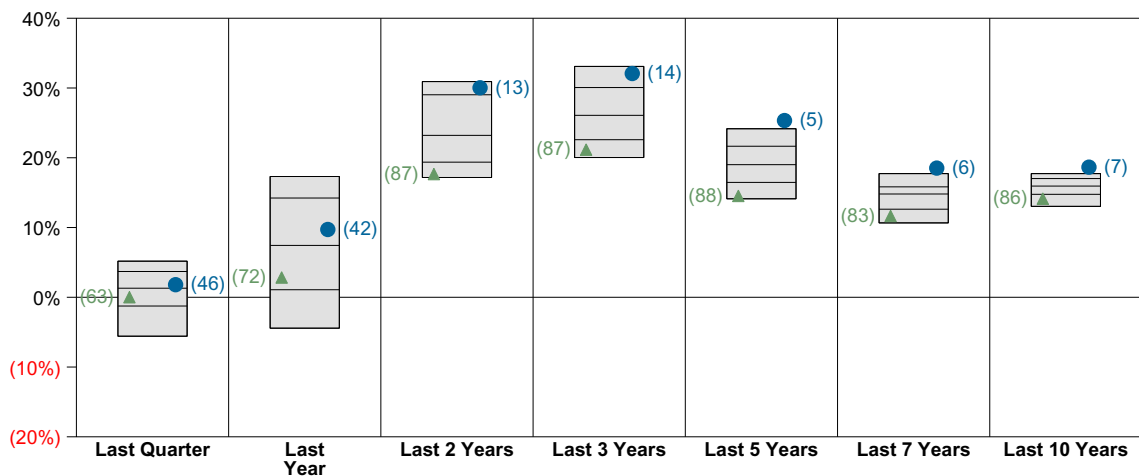
Quarterly Summary and Highlights

- AB US Small Growth's portfolio posted a 1.80% return for the quarter placing it in the 46 percentile of the Callan Small Cap Growth Mutual Funds group for the quarter and in the 42 percentile for the last year.
- AB US Small Growth's portfolio outperformed the Russell 2000 Growth Index by 1.79% for the quarter and outperformed the Russell 2000 Growth Index for the year by 6.88%.

Quarterly Asset Growth

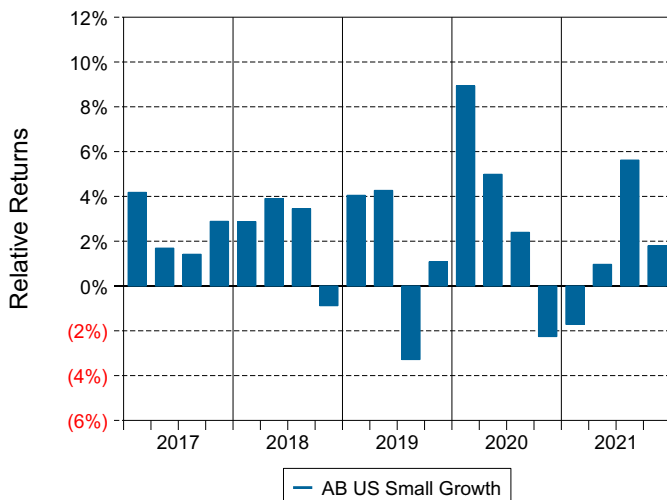
Beginning Market Value	\$18,345,866
Net New Investment	\$0
Investment Gains/(Losses)	\$330,996
Ending Market Value	\$18,676,862

Performance vs Callan Small Cap Growth Mutual Funds (Net)

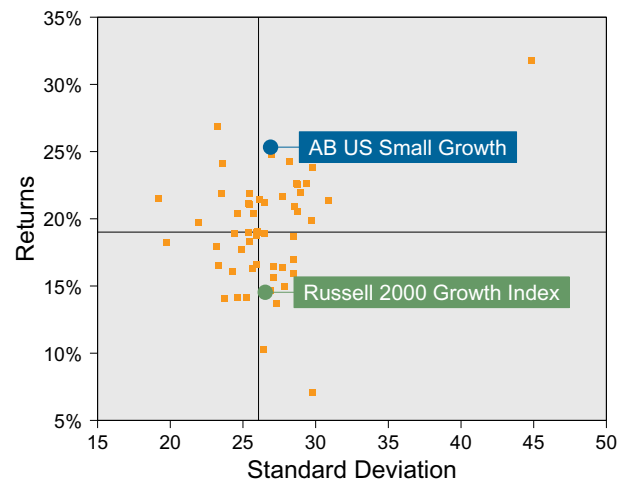


10th Percentile	5.17	17.31	30.92	33.09	24.16	17.73	17.73
25th Percentile	3.69	14.23	29.03	30.07	21.65	15.83	17.02
Median	1.30	7.44	23.21	26.08	19.01	14.80	15.94
75th Percentile	(1.25)	1.08	19.37	22.59	16.47	12.63	14.76
90th Percentile	(5.58)	(4.43)	17.17	20.04	14.12	10.66	13.03
AB US Small Growth	1.80	9.72	30.03	32.08	25.33	18.52	18.65
Russell 2000 Growth Index	0.01	2.83	17.66	21.17	14.53	11.66	14.14

Relative Return vs Russell 2000 Growth Index



Callan Small Cap Growth Mutual Funds (Net) Annualized Five Year Risk vs Return

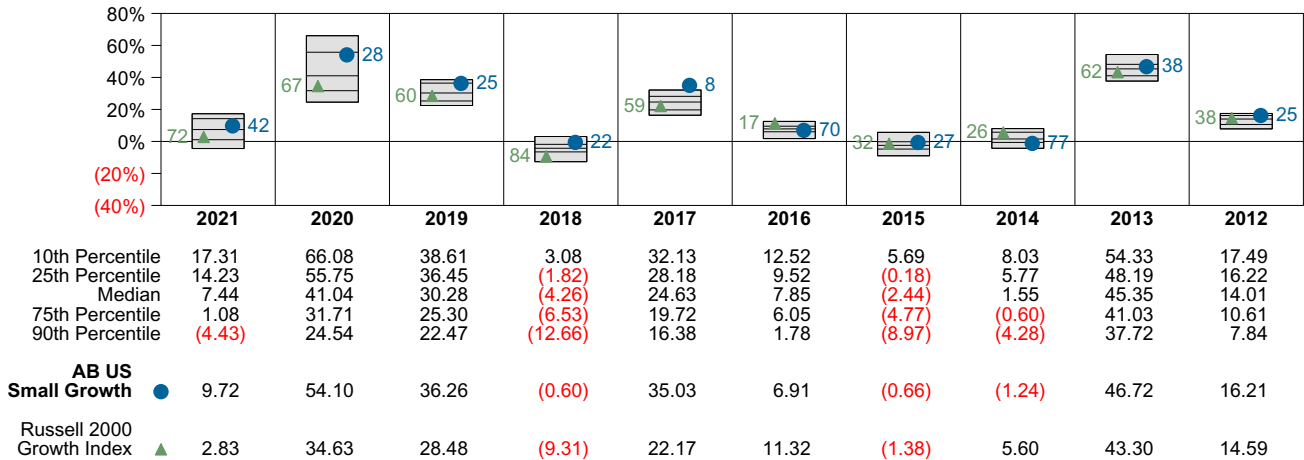


AB US Small Growth Return Analysis Summary

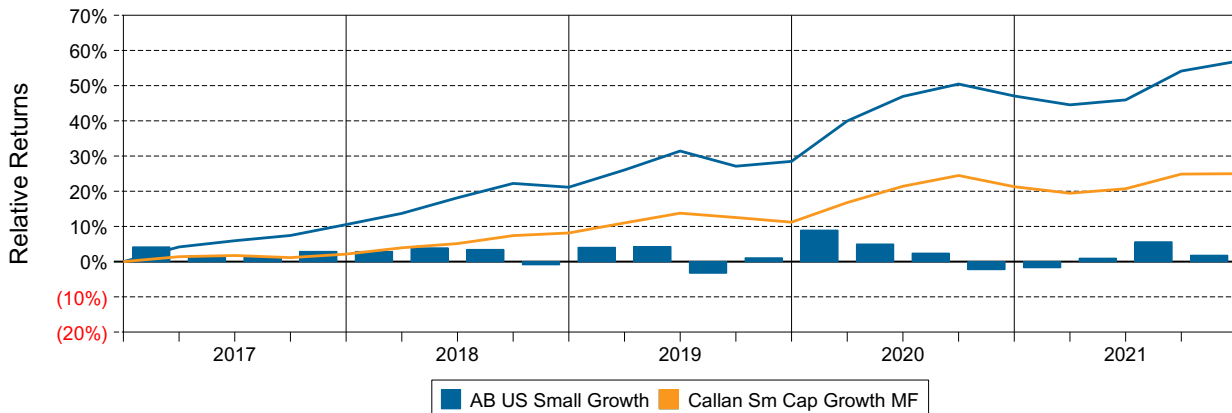
Return Analysis

The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

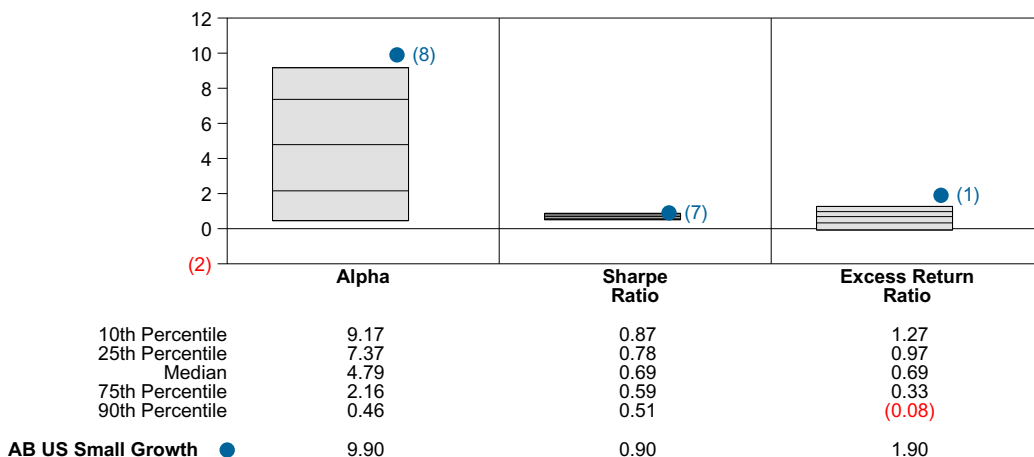
Performance vs Callan Small Cap Growth Mutual Funds (Net)



Cumulative and Quarterly Relative Return vs Russell 2000 Growth Index



Risk Adjusted Return Measures vs Russell 2000 Growth Index Rankings Against Callan Small Cap Growth Mutual Funds (Net) Five Years Ended December 31, 2021

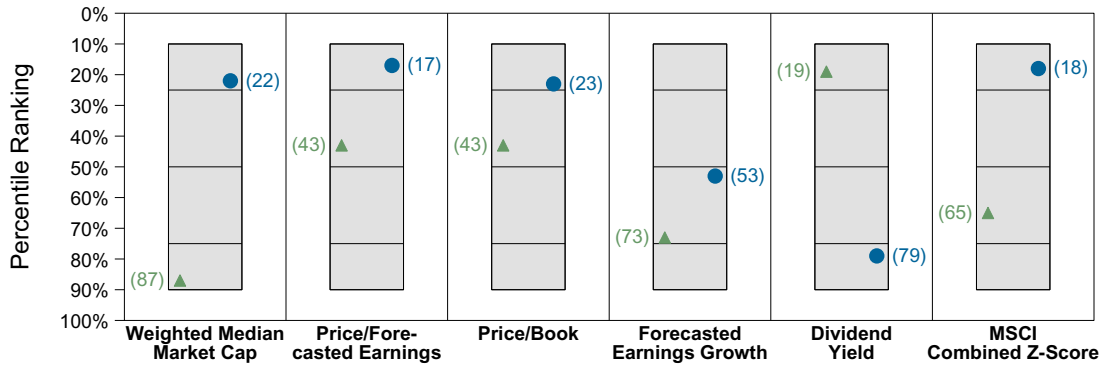


AB US Small Growth Equity Characteristics Analysis Summary

Portfolio Characteristics

This graph compares the manager's portfolio characteristics with the range of characteristics for the portfolios which make up the manager's style group. This analysis illustrates whether the manager's current holdings are consistent with other managers employing the same style.

Portfolio Characteristics Percentile Rankings Rankings Against Callan Small Cap Growth Mutual Funds as of December 31, 2021

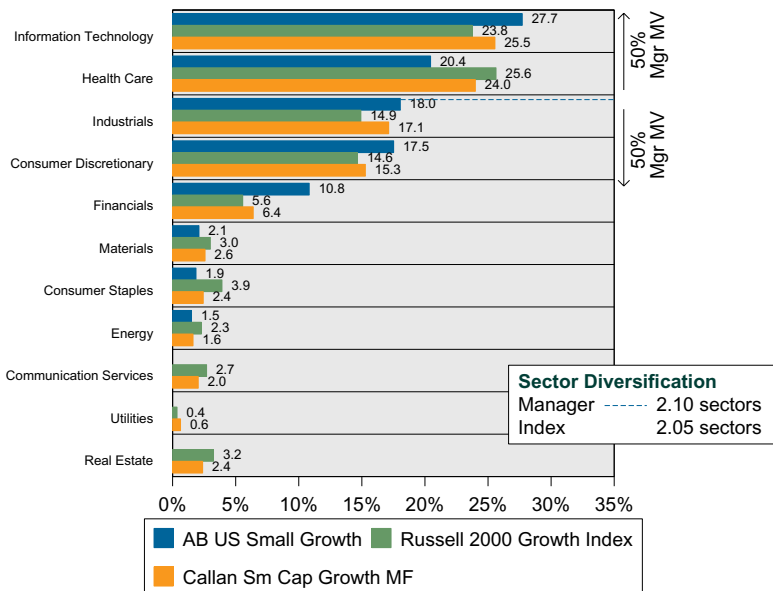


	Weighted Median Market Cap	Price/Forecasted Earnings	Price/Book	Forecasted Earnings Growth	Dividend Yield	MSCI Combined Z-Score
10th Percentile	8.99	82.83	6.29	30.46	0.50	0.90
25th Percentile	5.72	62.60	5.59	27.36	0.36	0.79
Median	5.18	39.88	4.63	21.93	0.28	0.65
75th Percentile	4.45	33.15	4.05	20.09	0.18	0.52
90th Percentile	3.49	26.37	3.74	15.74	0.12	0.44
AB US Small Growth	● 5.79	70.86	5.68	21.76	0.17	0.81
Russell 2000 Growth Index	▲ 3.77	42.48	4.76	20.41	0.40	0.58

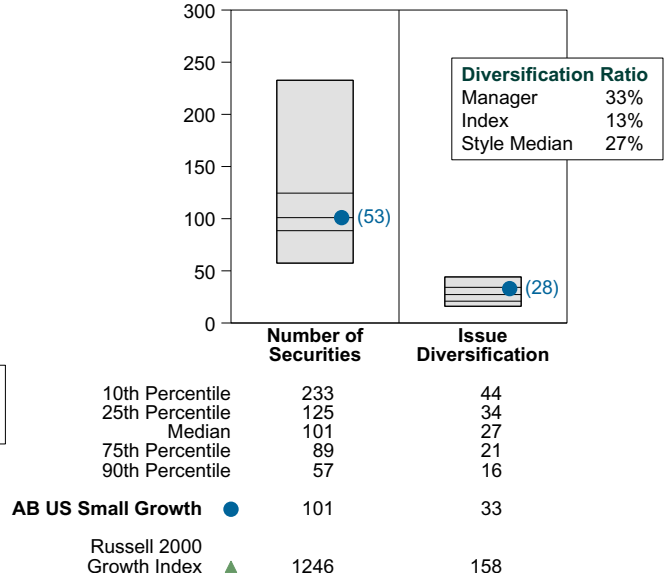
Sector Weights

The graph below contrasts the manager's sector weights with those of the benchmark and median sector weights across the members of the peer group. The magnitude of sector weight differences from the index and the manager's sector diversification are also shown. Diversification by number and concentration of holdings are also compared to the benchmark and peer group. Issue Diversification represents by count, and Diversification Ratio by percent, the number of holdings that account for half of the portfolio's market value.

Sector Allocation December 31, 2021



Diversification December 31, 2021



International Equity Composite Period Ended December 31, 2021

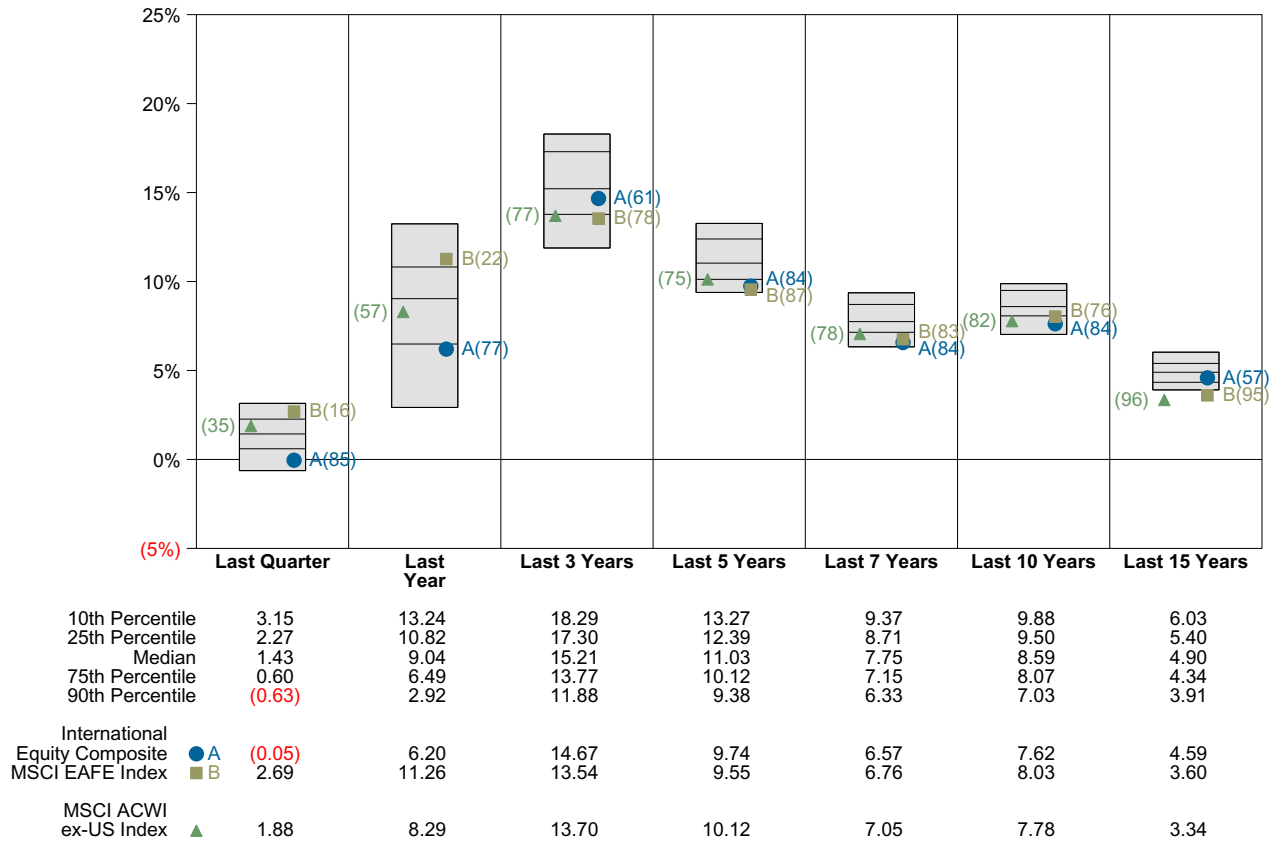
Quarterly Summary and Highlights

- International Equity Composite's portfolio posted a (0.05)% return for the quarter placing it in the 85 percentile of the Public Fund - International Equity group for the quarter and in the 77 percentile for the last year.
- International Equity Composite's portfolio underperformed the MSCI ACWI ex-US Index by 1.93% for the quarter and underperformed the MSCI ACWI ex-US Index for the year by 2.09%.

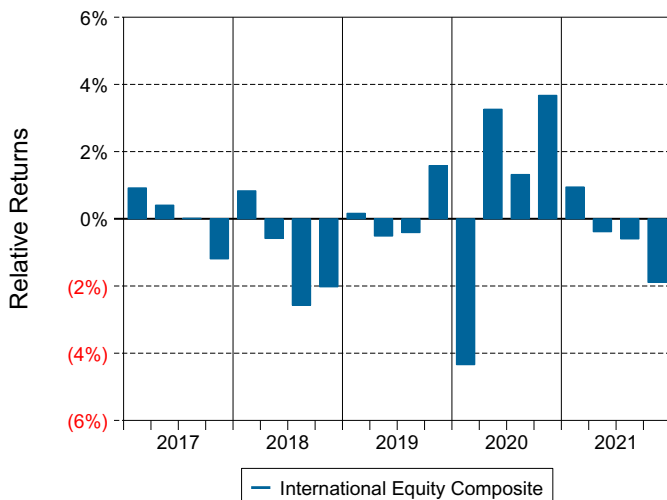
Quarterly Asset Growth

Beginning Market Value	\$186,893,654
Net New Investment	\$-4,000,000
Investment Gains/(Losses)	\$27,101
Ending Market Value	\$182,920,755

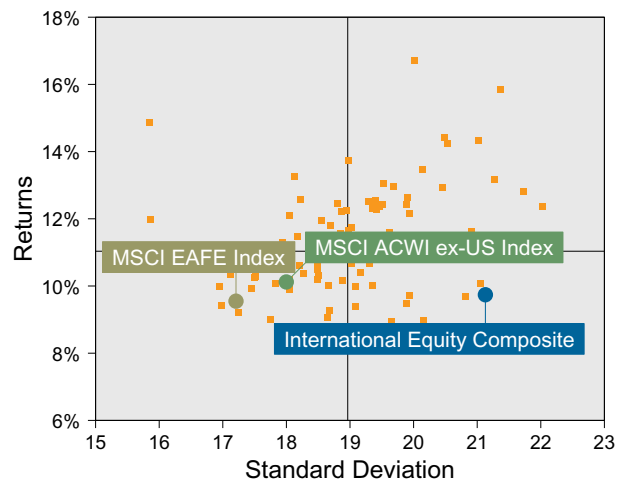
Performance vs Public Fund - International Equity (Net)



Relative Return vs MSCI ACWI ex-US Index



Public Fund - International Equity (Net) Annualized Five Year Risk vs Return

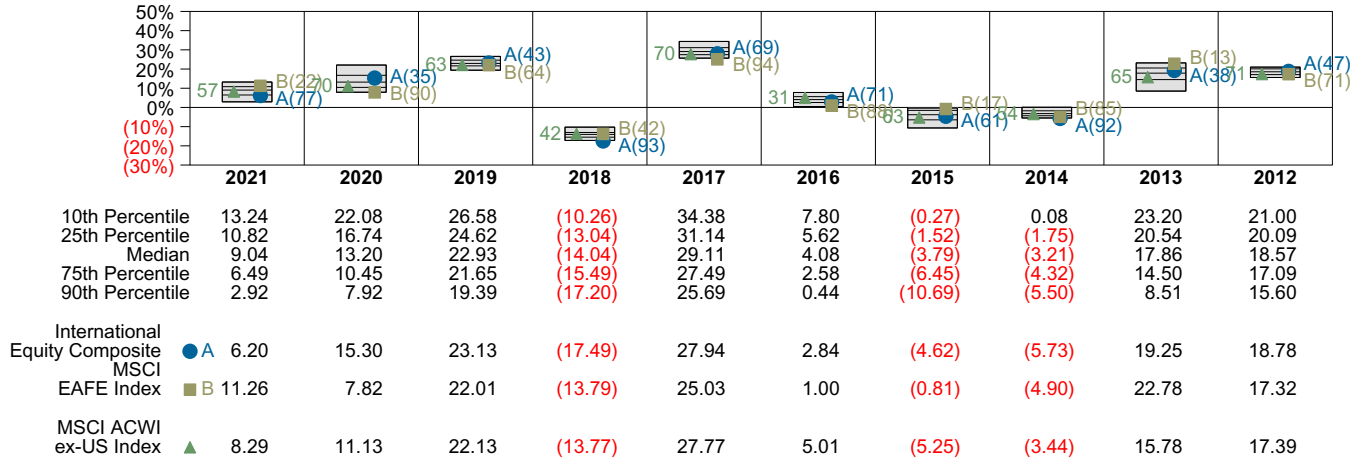


International Equity Composite Return Analysis Summary

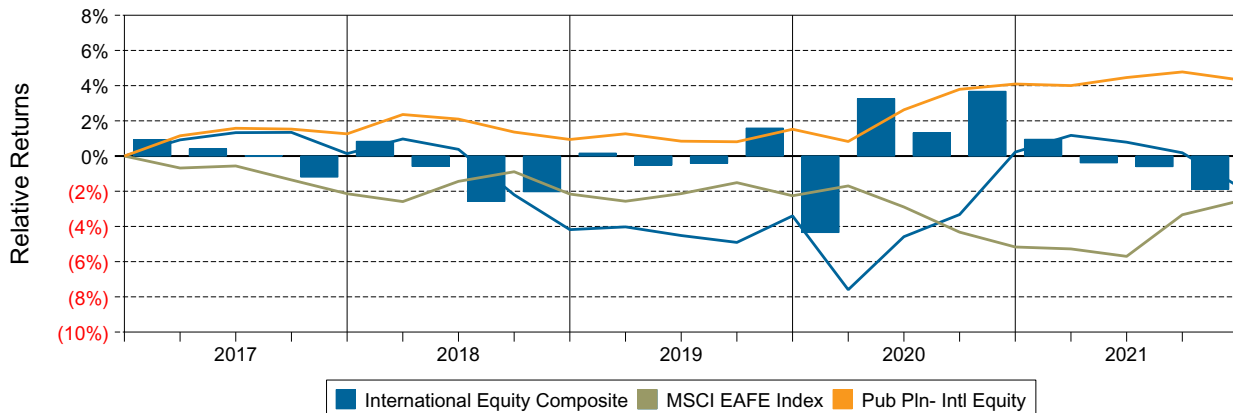
Return Analysis

The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

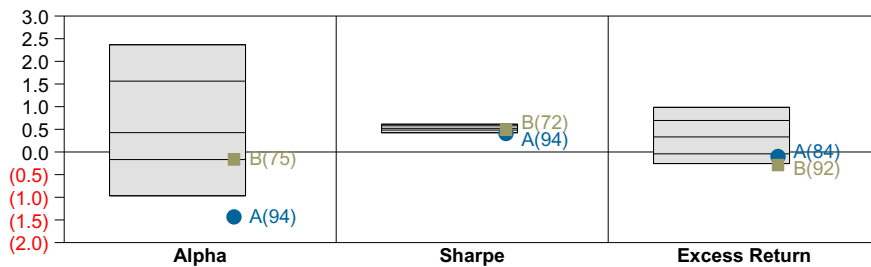
Performance vs Public Fund - International Equity (Net)



Cumulative and Quarterly Relative Return vs MSCI ACWI ex-US Index



Risk Adjusted Return Measures vs MSCI ACWI ex-US Index Rankings Against Public Fund - International Equity (Net) Five Years Ended December 31, 2021



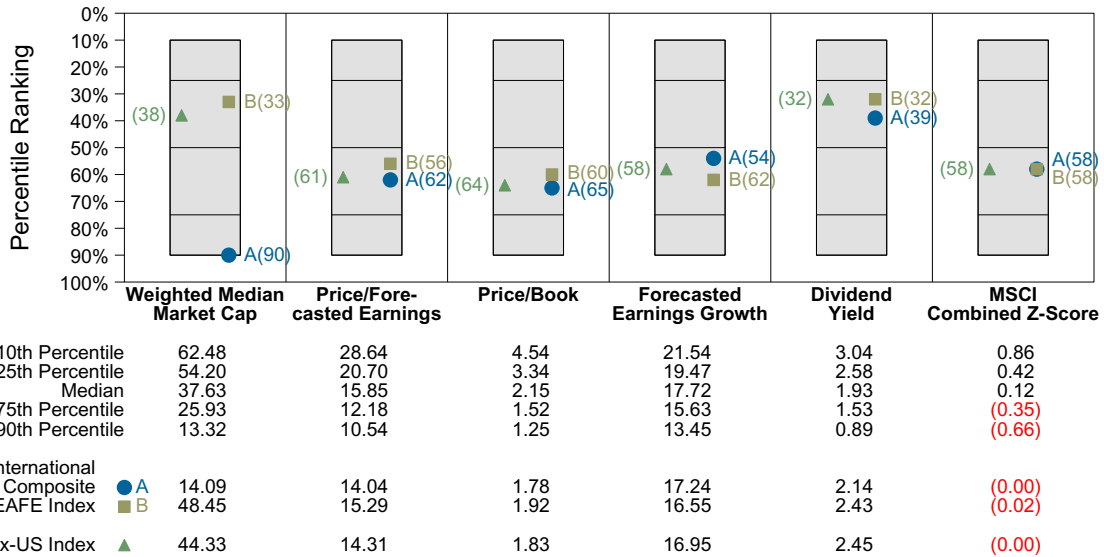
	Alpha	Sharpe Ratio	Excess Return Ratio
10th Percentile	2.37	0.61	0.99
25th Percentile	1.56	0.58	0.70
Median	0.43	0.52	0.33
75th Percentile	(0.17)	0.48	(0.04)
90th Percentile	(0.97)	0.42	(0.26)
International Equity Composite	(1.43)	0.41	(0.10)
MSCI EAFE Index	(0.16)	0.49	(0.29)

International Equity Composite Equity Characteristics Analysis Summary

Portfolio Characteristics

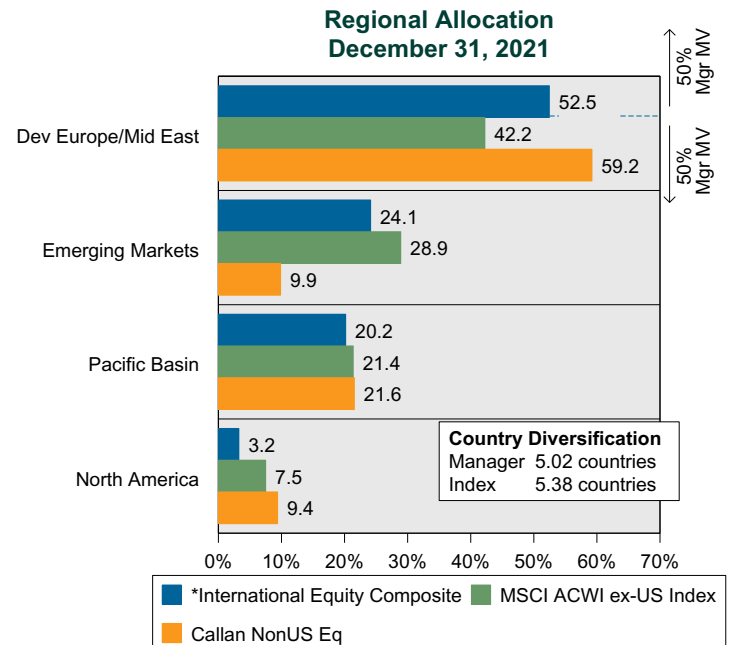
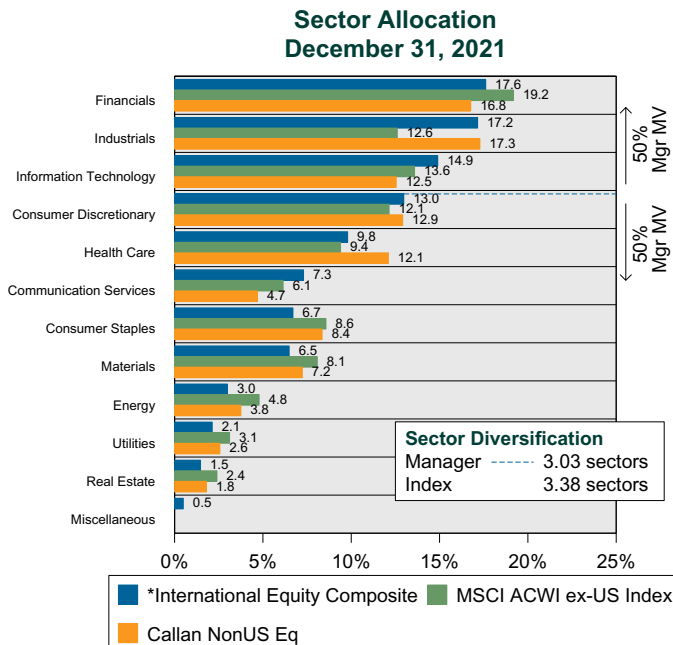
This graph compares the manager's portfolio characteristics with the range of characteristics for the portfolios which make up the manager's style group. This analysis illustrates whether the manager's current holdings are consistent with other managers employing the same style.

Portfolio Characteristics Percentile Rankings Rankings Against Callan Non-US Equity as of December 31, 2021



Sector Weights

The graph below contrasts the manager's sector weights with those of the benchmark and median sector weights across the members of the peer group. The magnitude of sector weight differences from the index and the manager's sector diversification are also shown. The regional allocation chart compares the manager's geographical region weights with those of the benchmark as well as the median region weights of the peer group.



* 12/31/21 portfolio characteristics generated using most recently available holdings (9/30/21) modified based on a "buy-and-hold" assumption (repriced and adjusted for corporate actions). Analysis is then done using current market and company financial data.

Country Allocation

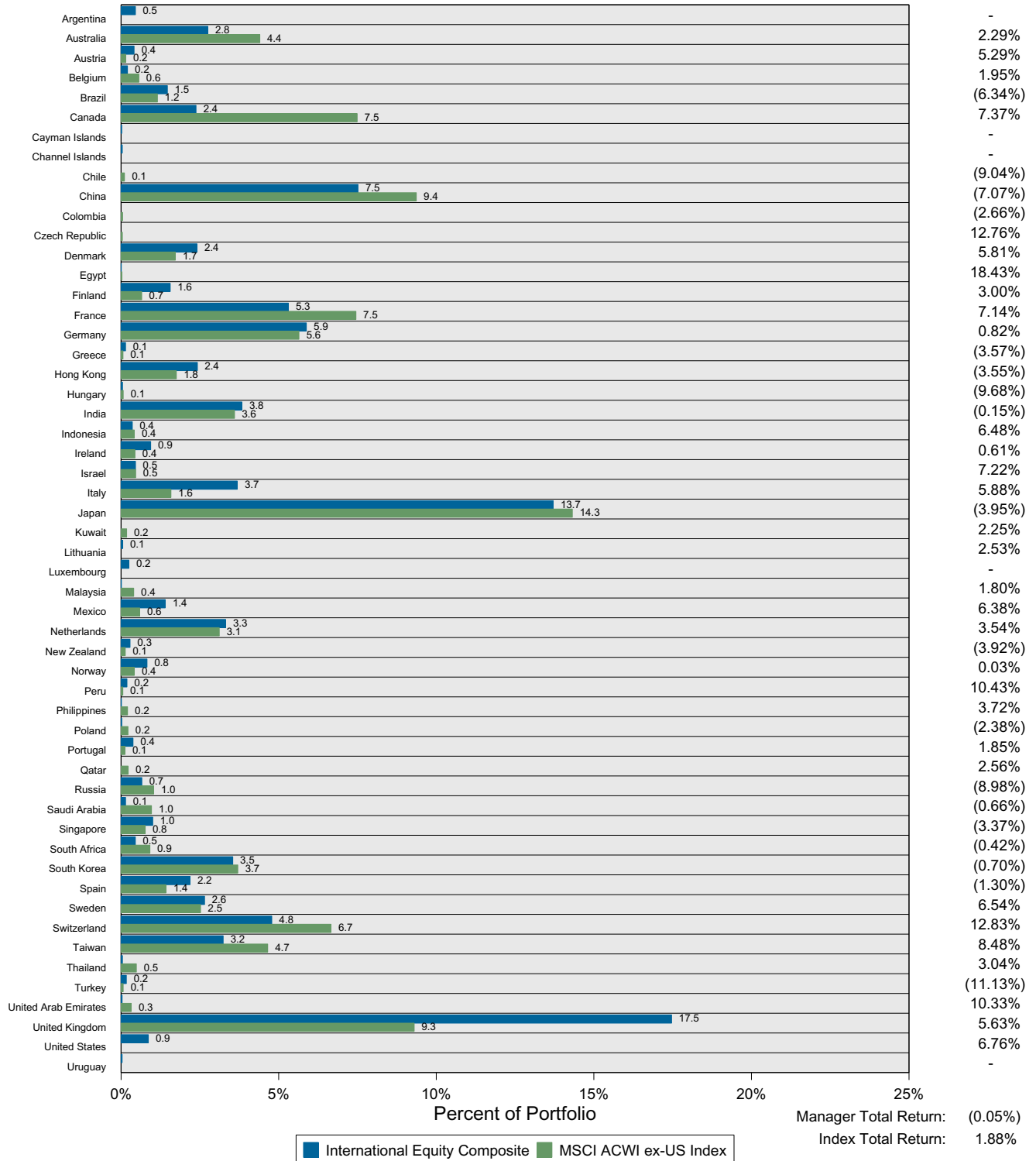
International Equity Composite VS MSCI ACWI ex-US Index

Country Allocation

The chart below contrasts the portfolio's country allocation with that of the index as of December 31, 2021. This chart is useful because large deviations in country allocation relative to the index are often good predictors of tracking error in the subsequent quarter. To the extent that the portfolio allocation is similar to the index, the portfolio should experience more "index-like" performance. In order to illustrate the performance effect on the portfolio and index of these country allocations, the individual index country returns are also shown.

Country Weights as of December 31, 2021

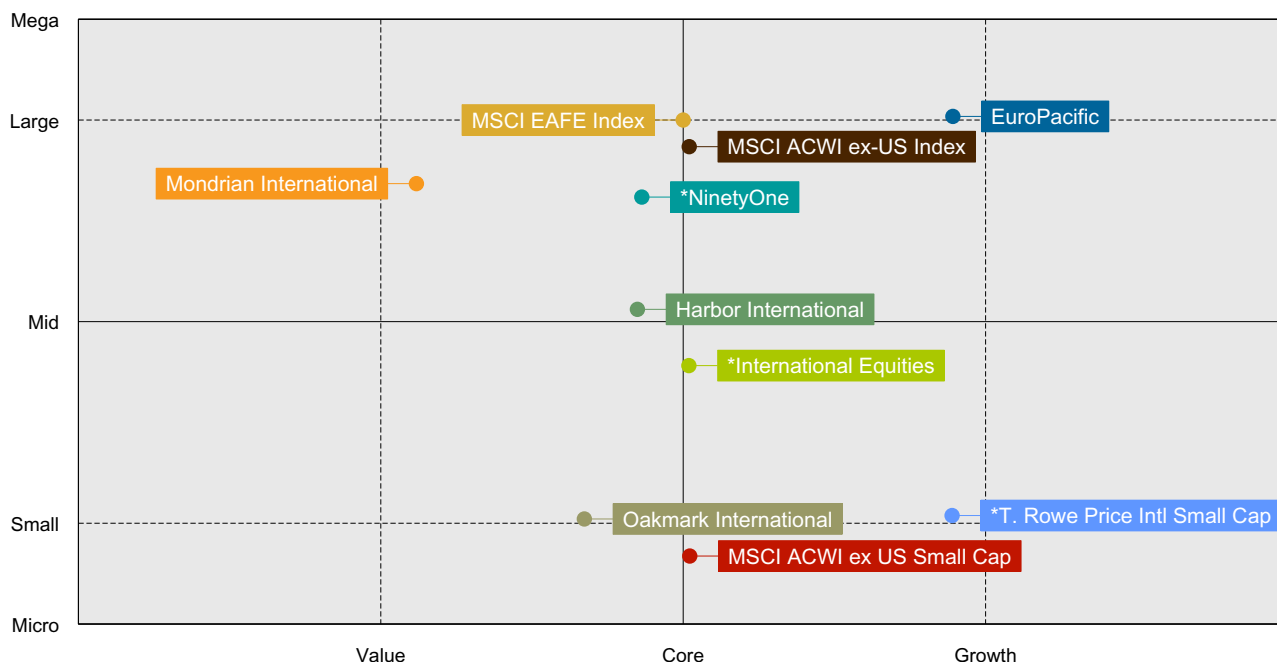
Index Rtns



International Holdings Based Style Analysis For One Quarter Ended December 31, 2021

This page analyzes and compares the investment styles of multiple portfolios using a detailed holdings-based style analysis methodology. The size component of style is measured by the weighted median market capitalization of the holdings. The value/core/growth style dimension is captured by the "Combined Z-Score" of the portfolio. This score is based on eight fundamental factors used in the MSCI stock style scoring system. The table below gives a more detailed breakdown of several relevant style metrics on the portfolios.

Style Map Holdings for One Quarter Ended December 31, 2021



	Weight %	Wtd Median Mkt Cap	Combined Z-Score	Growth Z-Score	Value Z-Score	Number of Securities	Security Diversification
EuroPacific	17.84%	54.45	0.77	0.29	(0.49)	390	44.17
Harbor International	20.08%	19.12	(0.16)	(0.08)	0.07	343	58.65
Oakmark International	19.04%	3.17	(0.32)	(0.09)	0.23	59	18.17
Mondrian International	18.13%	38.60	(0.84)	(0.35)	0.49	92	22.84
*T. Rowe Price Intl Small Cap	15.48%	3.42	0.77	0.30	(0.48)	232	64.01
*NinetyOne	9.42%	36.52	(0.15)	(0.02)	0.12	77	18.84
*International Equities	100.00%	14.09	(0.00)	(0.00)	(0.00)	998	123.21
MSCI ACWI ex US Small Cap	-	2.40	0.00	(0.01)	(0.01)	4380	801.69
MSCI EAFE Index	-	48.45	(0.02)	(0.05)	(0.03)	829	104.08
MSCI ACWI ex-US Index	-	44.33	(0.00)	(0.03)	(0.03)	2334	173.61

* 12/31/21 portfolio characteristics generated using most recently available holdings (9/30/21) modified based on a "buy-and-hold" assumption (repriced and adjusted for corporate actions). Analysis is then done using current market and company financial data.

EuroPacific

Period Ended December 31, 2021

Investment Philosophy

The Fund is highly diversified and includes multiple autonomous investment sleeves. In eleven of the sleeves, the portfolio managers have full autonomy in selecting securities. In the two remaining sleeves, a group of senior research analysts are directly responsible for stock selection. While the sleeves range in style from value to growth, in aggregate the Fund has a significant growth bias. Over the last ten years, this bias has slowly become more pronounced but should not be considered a permanent attribute. Although we consider this Fund to be a core option, it is not benchmark-aware. It may have significant deviations from the benchmark from both a country and sector perspective and will typically have a significant exposure to emerging markets. Although this Fund could serve as a standalone option for smaller accounts, we would recommend clients utilize this Fund in a multi-manager non-US structure with diversifying strategies. Switched from Class R-5 Shares to Class R-6 Shares in December 2009.

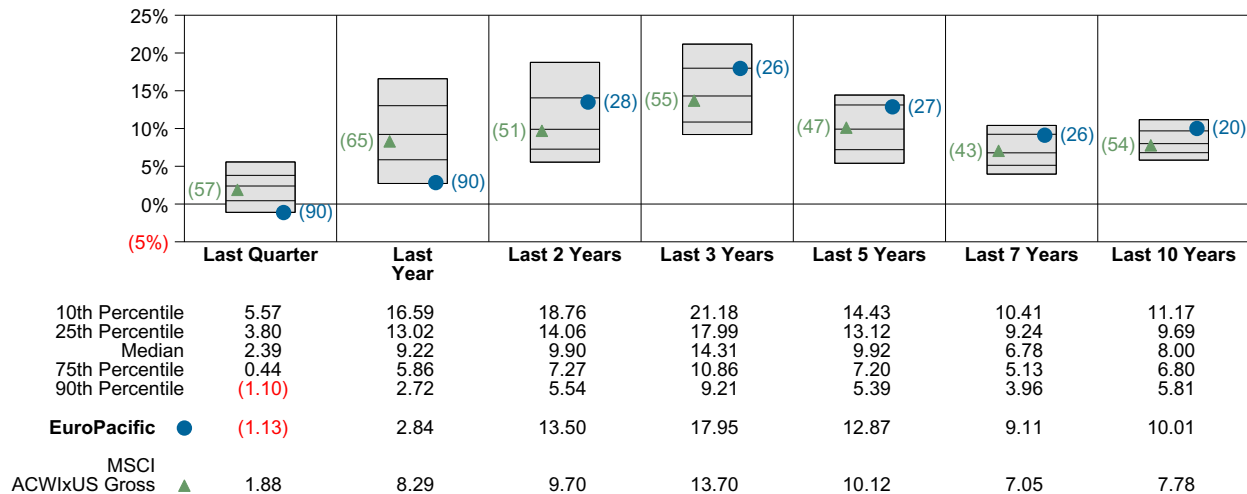
Quarterly Summary and Highlights

- EuroPacific's portfolio posted a (1.13)% return for the quarter placing it in the 90 percentile of the Callan Non US Equity Mutual Funds group for the quarter and in the 90 percentile for the last year.
- EuroPacific's portfolio underperformed the MSCI ACWixUS Gross by 3.01% for the quarter and underperformed the MSCI ACWixUS Gross for the year by 5.46%.

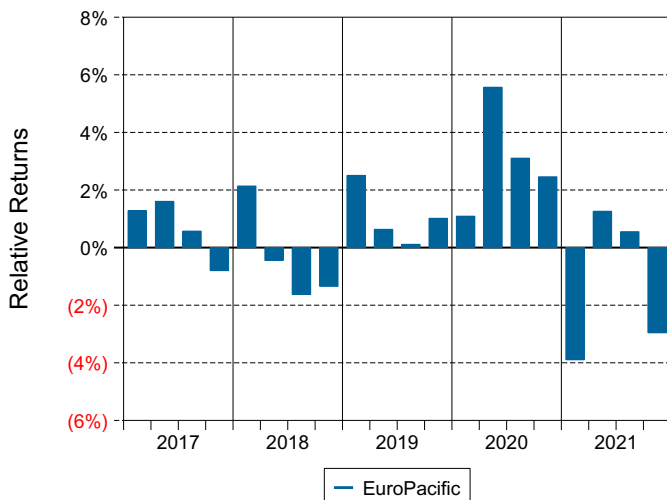
Quarterly Asset Growth

Beginning Market Value	\$34,971,397
Net New Investment	\$-2,000,000
Investment Gains/(Losses)	\$-337,298
Ending Market Value	\$32,634,099

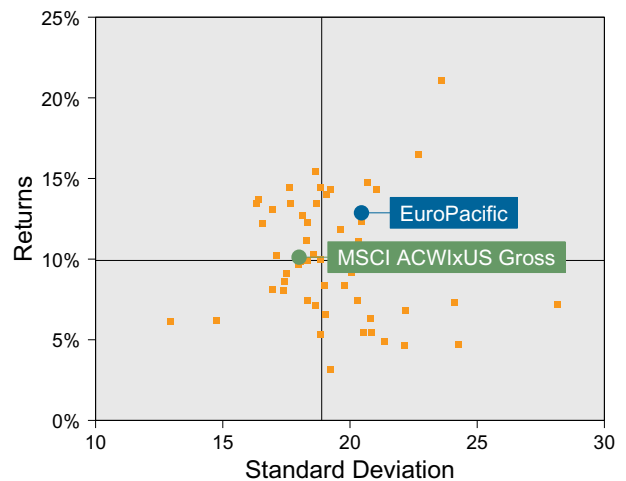
Performance vs Callan Non US Equity Mutual Funds (Net)



Relative Return vs MSCI ACWixUS Gross



Callan Non US Equity Mutual Funds (Net) Annualized Five Year Risk vs Return

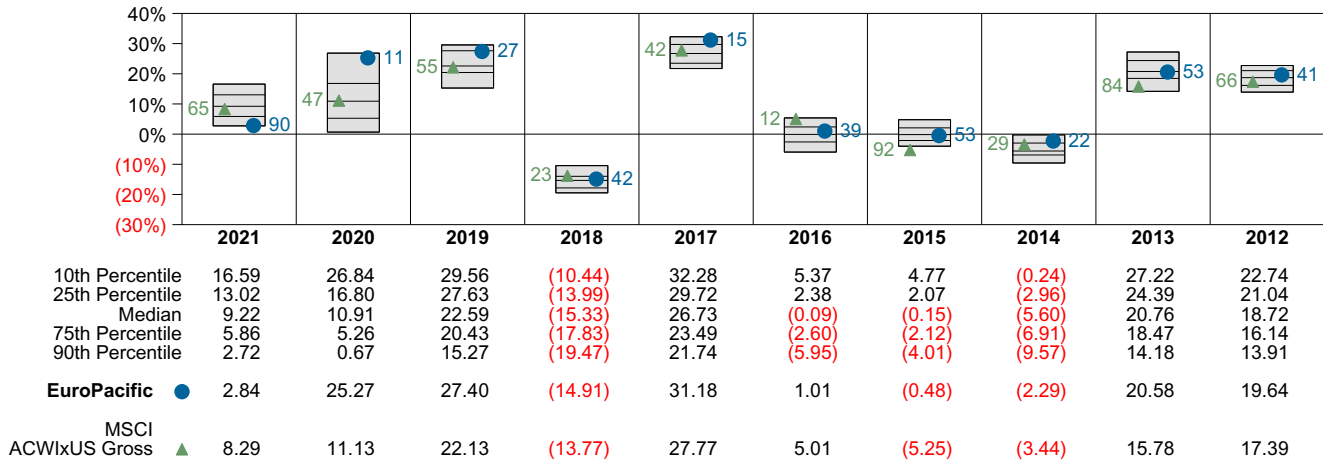


EuroPacific Return Analysis Summary

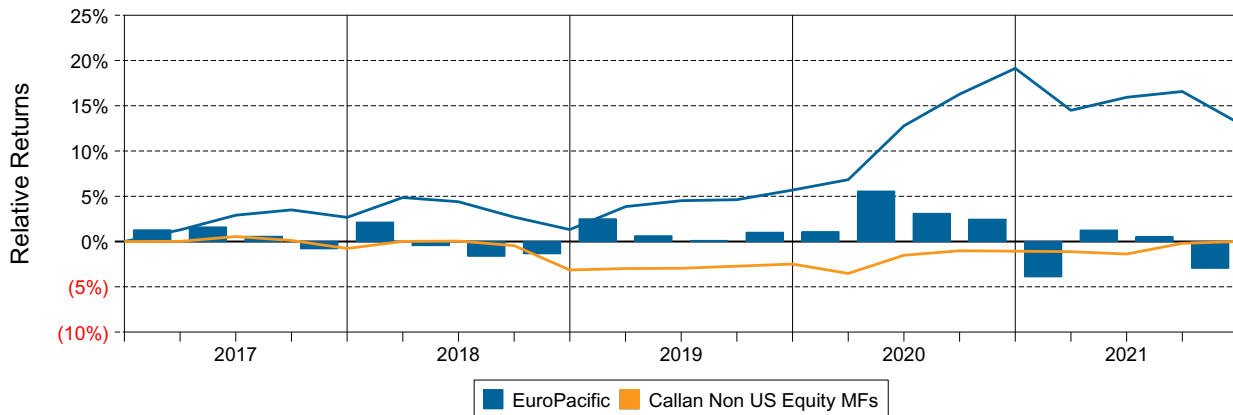
Return Analysis

The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

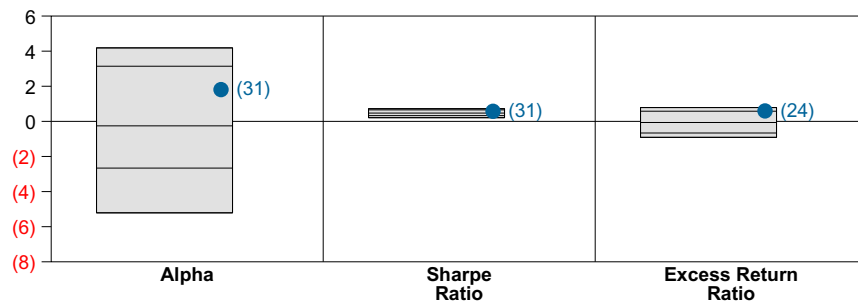
Performance vs Callan Non US Equity Mutual Funds (Net)



Cumulative and Quarterly Relative Return vs MSCI ACWixUS Gross



Risk Adjusted Return Measures vs MSCI ACWixUS Gross Rankings Against Callan Non US Equity Mutual Funds (Net) Five Years Ended December 31, 2021



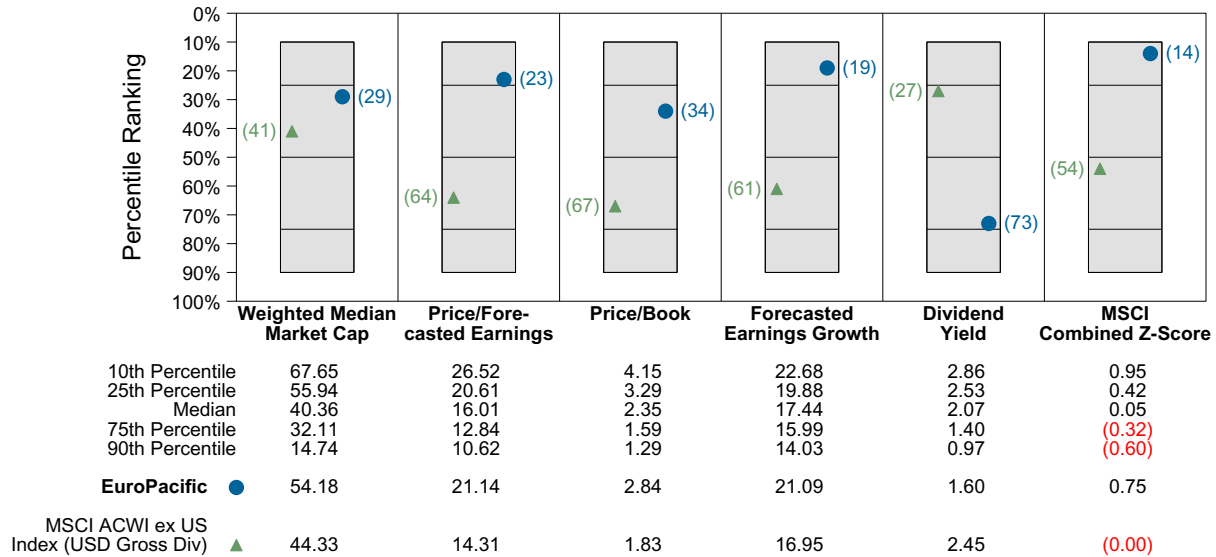
	Alpha	Sharpe Ratio	Excess Return Ratio
10th Percentile	4.19	0.72	0.79
25th Percentile	3.14	0.65	0.58
Median	(0.26)	0.47	(0.06)
75th Percentile	(2.66)	0.33	(0.66)
90th Percentile	(5.21)	0.21	(0.91)
EuroPacific	● 1.81	0.57	0.59

EuroPacific Equity Characteristics Analysis Summary

Portfolio Characteristics

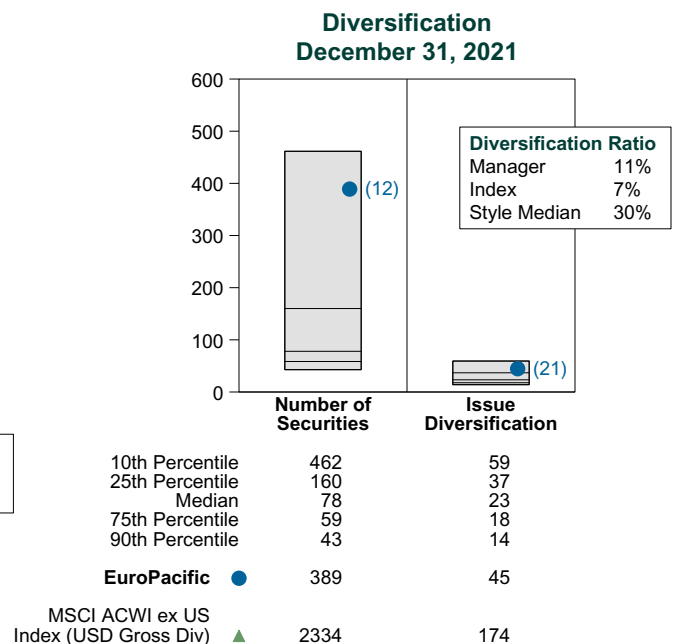
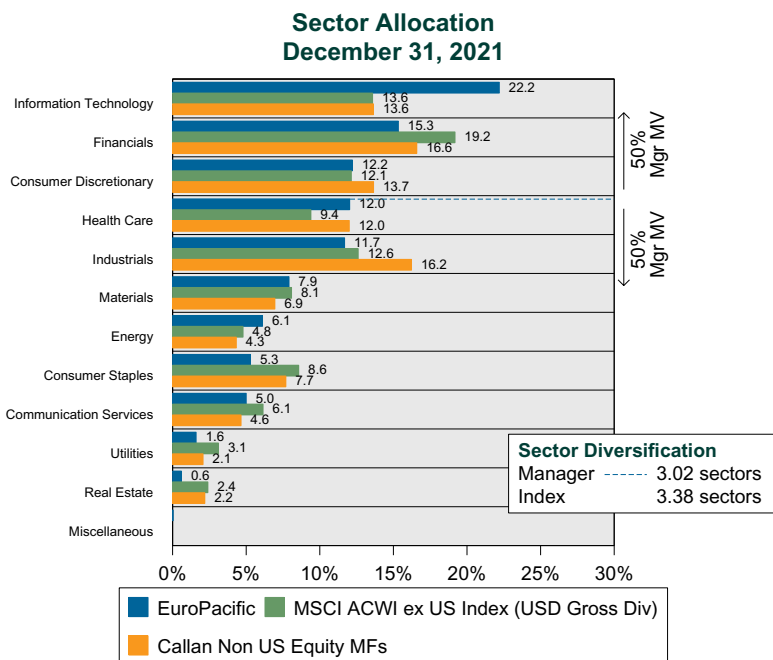
This graph compares the manager's portfolio characteristics with the range of characteristics for the portfolios which make up the manager's style group. This analysis illustrates whether the manager's current holdings are consistent with other managers employing the same style.

Portfolio Characteristics Percentile Rankings Rankings Against Callan Non US Equity Mutual Funds as of December 31, 2021



Sector Weights

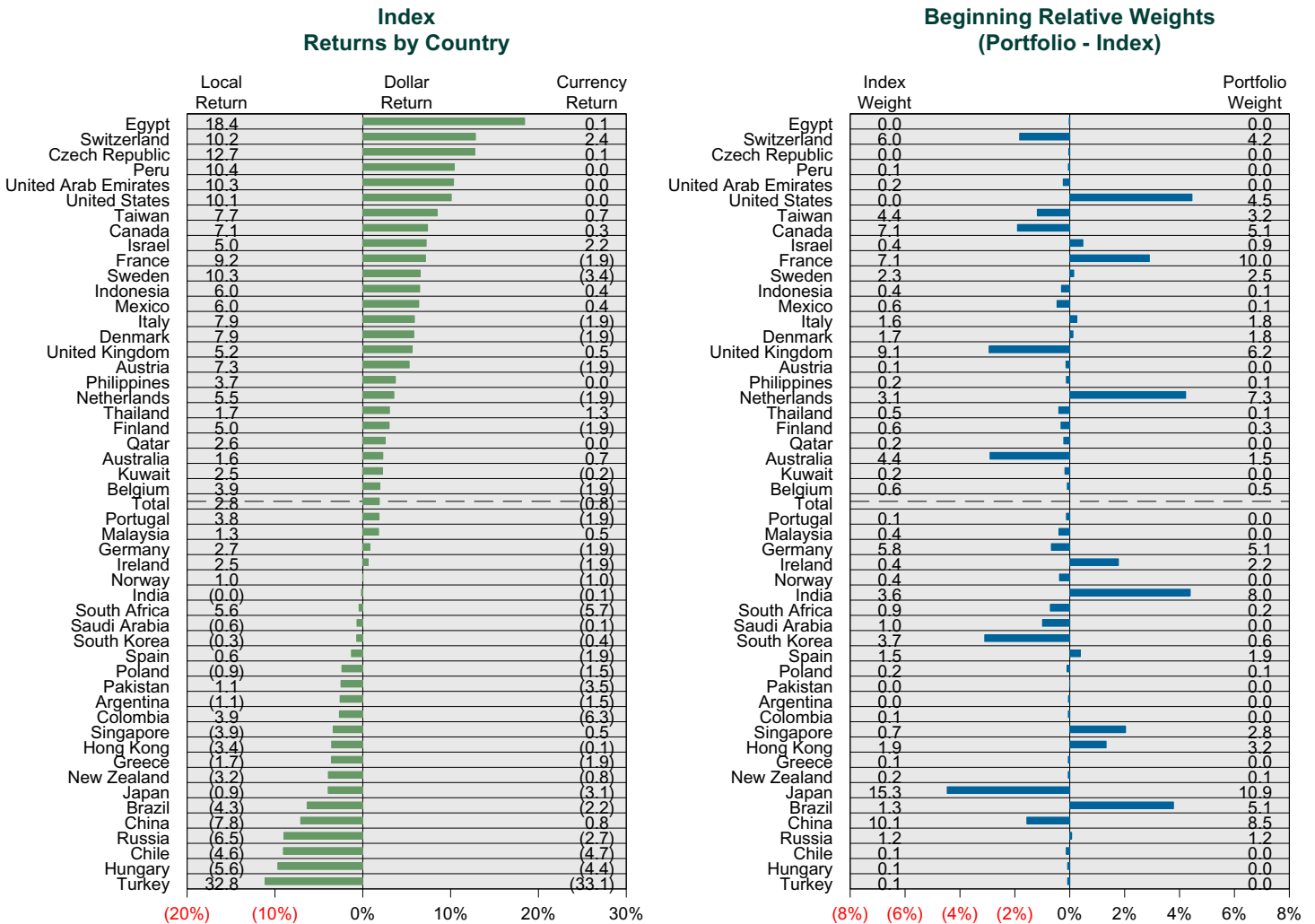
The graph below contrasts the manager's sector weights with those of the benchmark and median sector weights across the members of the peer group. The magnitude of sector weight differences from the index and the manager's sector diversification are also shown. Diversification by number and concentration of holdings are also compared to the benchmark and peer group. Issue Diversification represents by count, and Diversification Ratio by percent, the number of holdings that account for half of the portfolio's market value.



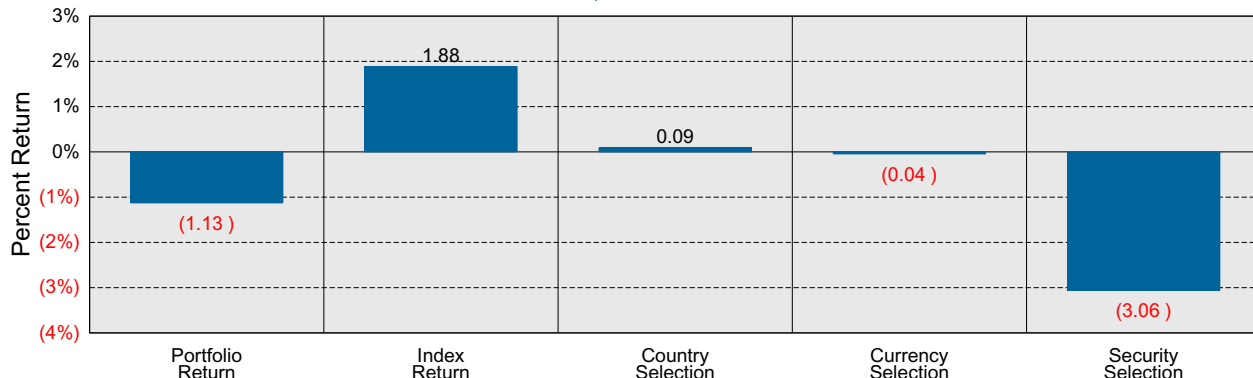
EuroPacific vs MSCI ACWixUS Gross Attribution for Quarter Ended December 31, 2021

International Attribution

The first chart below illustrates the return for each country in the index sorted from high to low. The total return for the index is highlighted with a dotted line. The second chart (countries presented in the same order) illustrates the manager's country allocation decisions relative to the index. To the extent that the manager over-weighted a country that had a higher return than the total return for the index (above the dotted line) it contributes positively to the manager's country (or currency) selection effect. The last chart details the manager return, the index return, and the attribution factors for the quarter.



Attribution Factors for Quarter Ended December 31, 2021



Harbor International Period Ended December 31, 2021

Investment Philosophy

On August 22, 2018, Harbor Funds Board of Trustees appointed Marathon Asset Management LLP (Marathon London) to serve as sub-advisor to the Harbor International Fund, replacing Northern Cross, LLC, effective immediately.

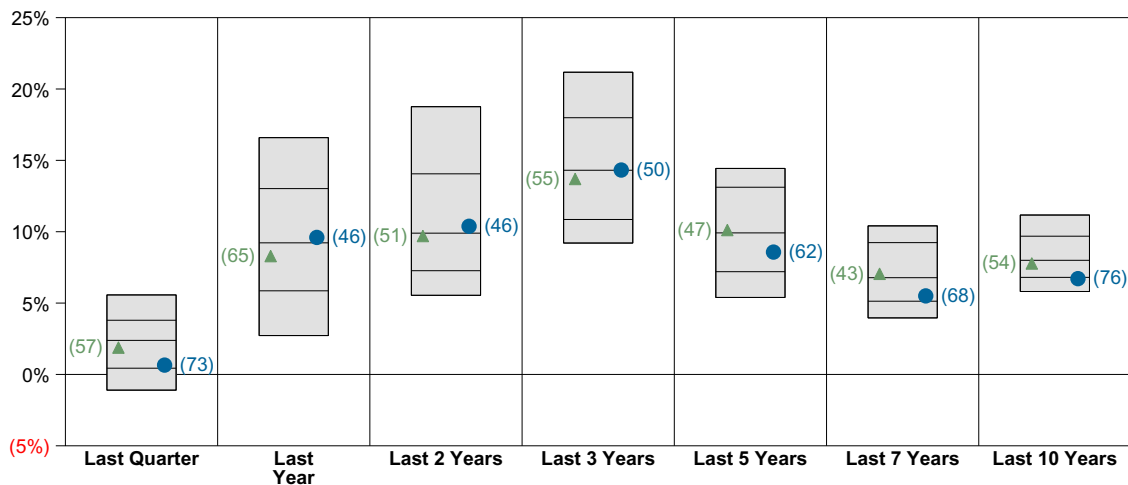
Quarterly Summary and Highlights

- Harbor International's portfolio posted a 0.65% return for the quarter placing it in the 73 percentile of the Callan Non US Equity Mutual Funds group for the quarter and in the 46 percentile for the last year.
- Harbor International's portfolio underperformed the MSCI ACWixUS Gross by 1.23% for the quarter and outperformed the MSCI ACWixUS Gross for the year by 1.31%.

Quarterly Asset Growth

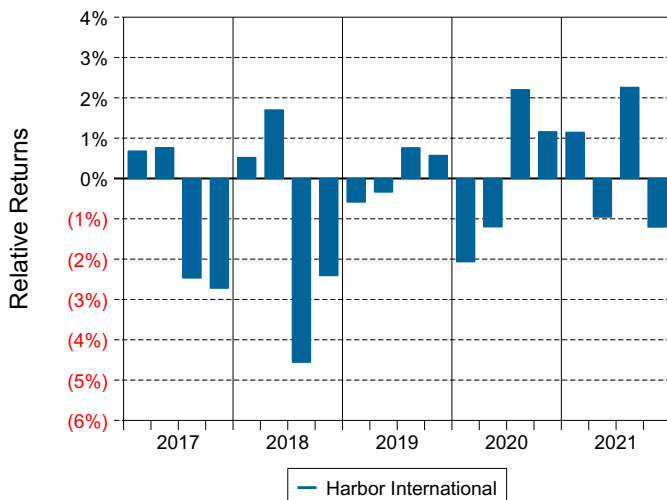
Beginning Market Value	\$36,499,812
Net New Investment	\$0
Investment Gains/(Losses)	\$238,670
Ending Market Value	\$36,738,482

Performance vs Callan Non US Equity Mutual Funds (Net)

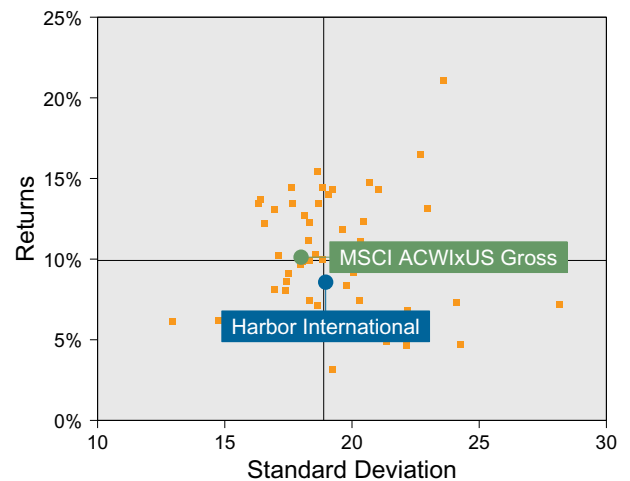


10th Percentile	5.57	16.59	18.76	21.18	14.43	10.41	11.17
25th Percentile	3.80	13.02	14.06	17.99	13.12	9.24	9.69
Median	2.39	9.22	9.90	14.31	9.92	6.78	8.00
75th Percentile	0.44	5.86	7.27	10.86	7.20	5.13	6.80
90th Percentile	(1.10)	2.72	5.54	9.21	5.39	3.96	5.81
Harbor International	● 0.65	9.60	10.38	14.32	8.57	5.50	6.71
MSCI ACWixUS Gross	▲ 1.88	8.29	9.70	13.70	10.12	7.05	7.78

Relative Return vs MSCI ACWixUS Gross



Callan Non US Equity Mutual Funds (Net) Annualized Five Year Risk vs Return

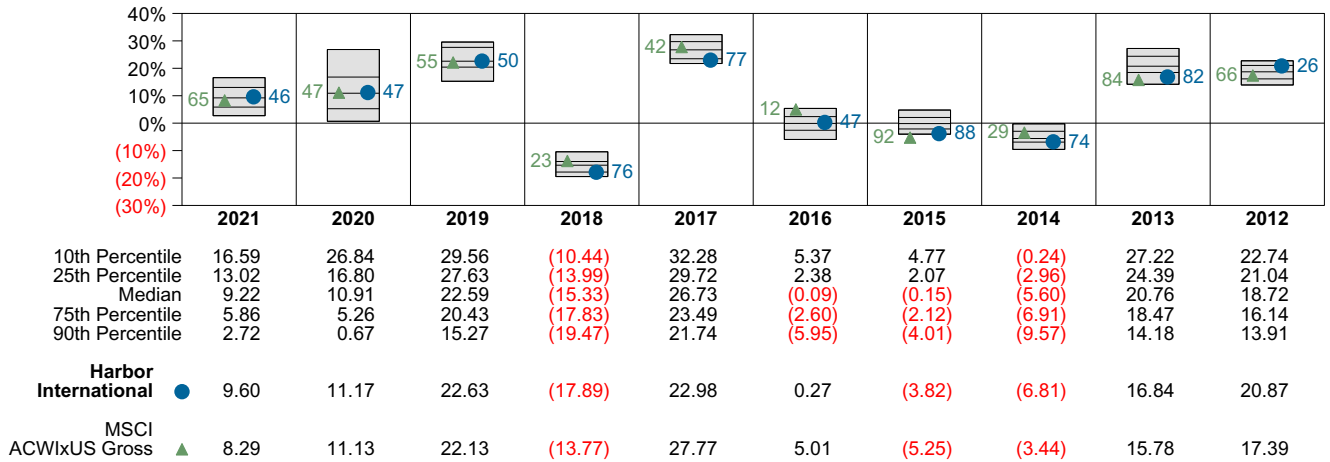


Harbor International Return Analysis Summary

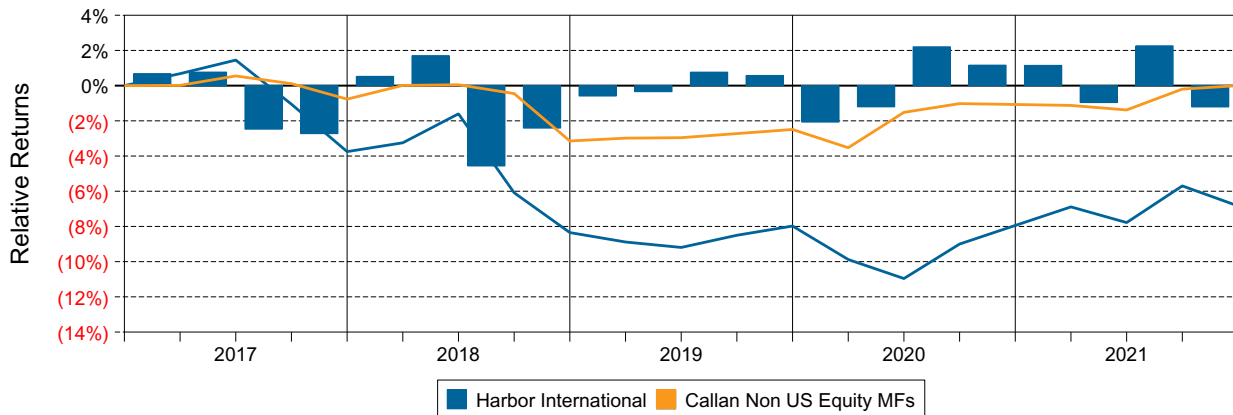
Return Analysis

The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

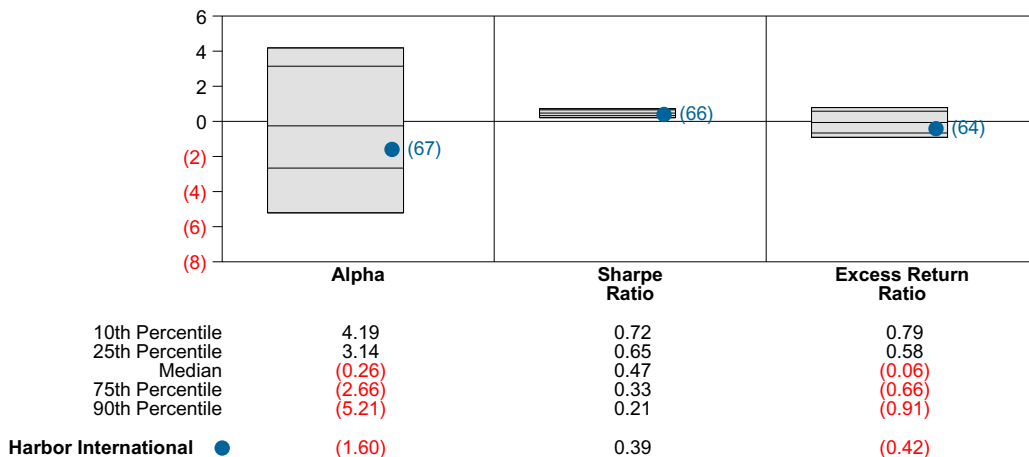
Performance vs Callan Non US Equity Mutual Funds (Net)



Cumulative and Quarterly Relative Return vs MSCI ACWixUS Gross



Risk Adjusted Return Measures vs MSCI ACWixUS Gross Rankings Against Callan Non US Equity Mutual Funds (Net) Five Years Ended December 31, 2021

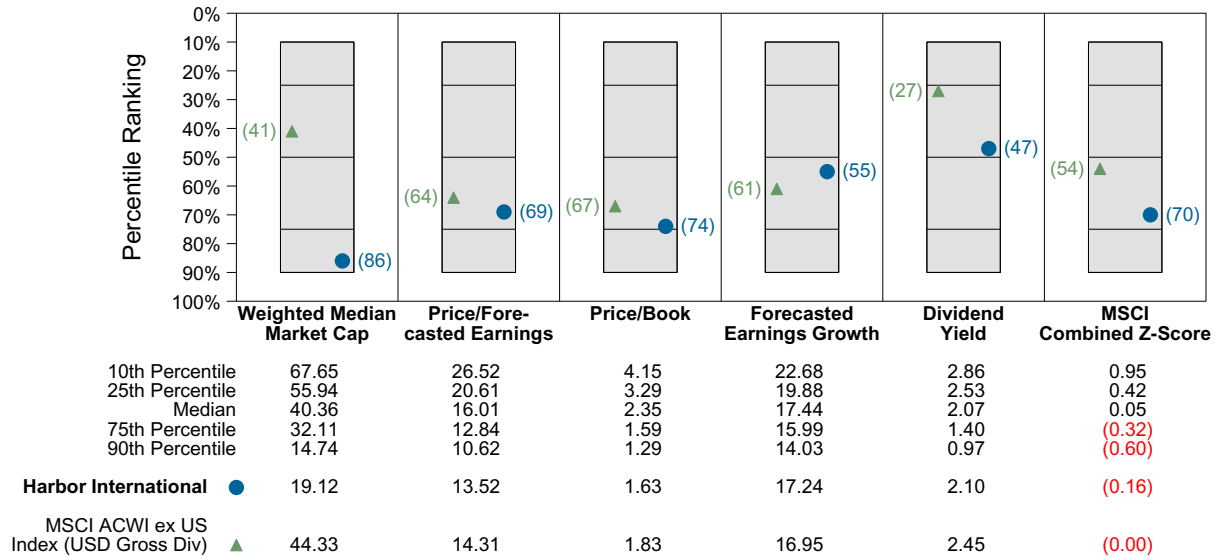


Harbor International Equity Characteristics Analysis Summary

Portfolio Characteristics

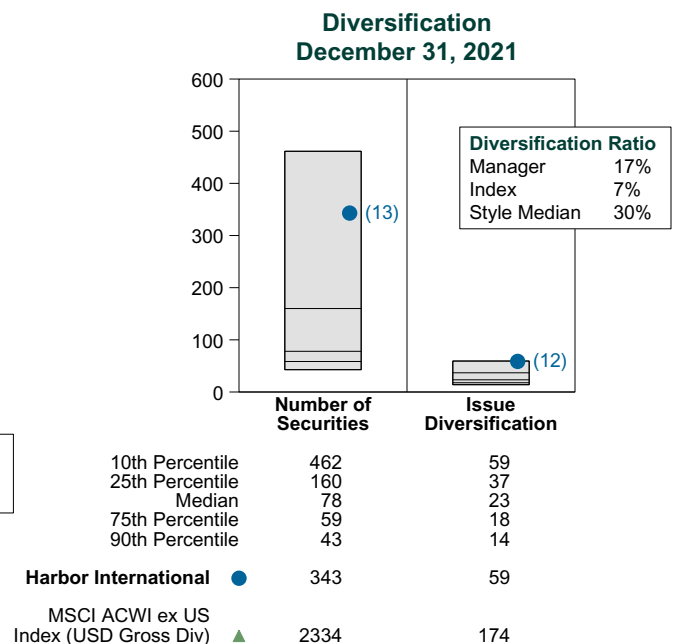
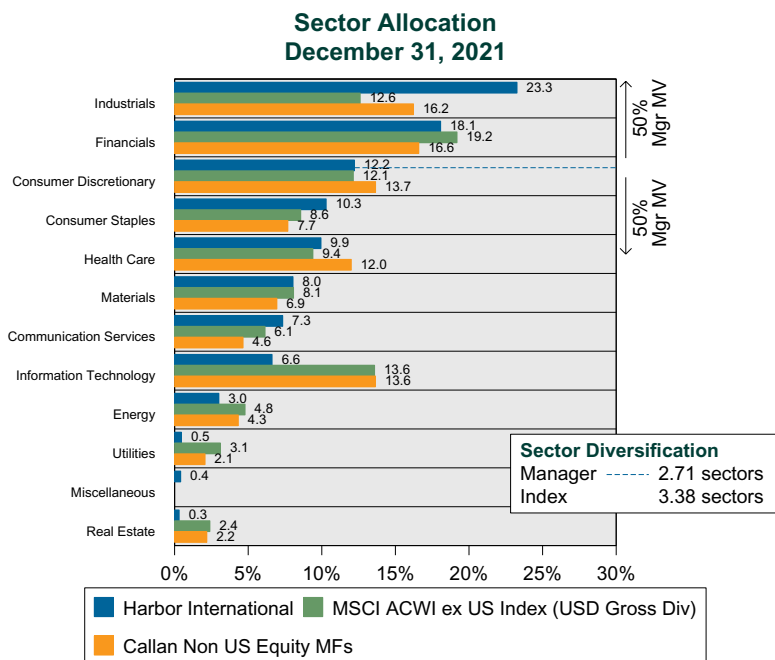
This graph compares the manager's portfolio characteristics with the range of characteristics for the portfolios which make up the manager's style group. This analysis illustrates whether the manager's current holdings are consistent with other managers employing the same style.

Portfolio Characteristics Percentile Rankings Rankings Against Callan Non US Equity Mutual Funds as of December 31, 2021



Sector Weights

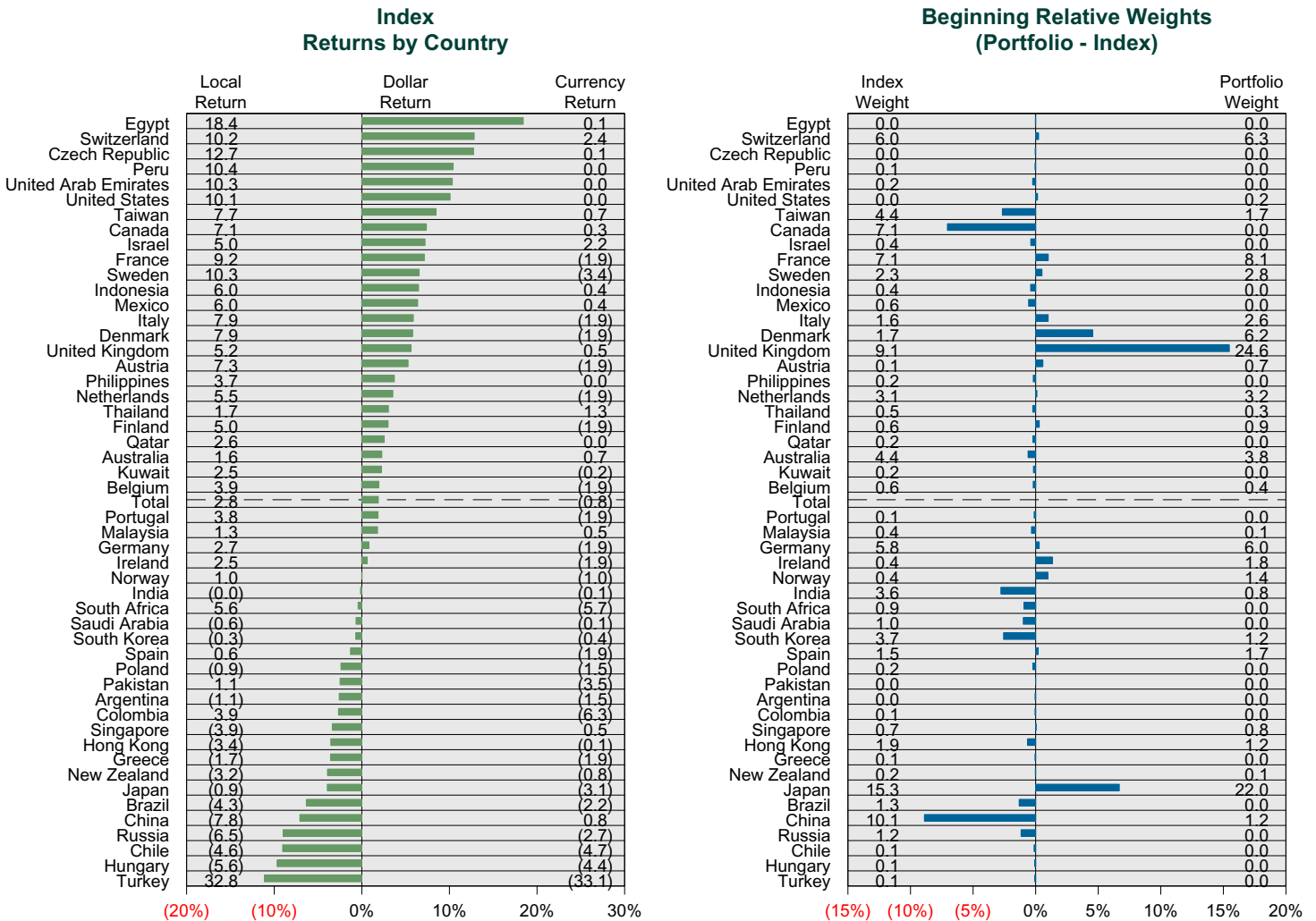
The graph below contrasts the manager's sector weights with those of the benchmark and median sector weights across the members of the peer group. The magnitude of sector weight differences from the index and the manager's sector diversification are also shown. Diversification by number and concentration of holdings are also compared to the benchmark and peer group. Issue Diversification represents by count, and Diversification Ratio by percent, the number of holdings that account for half of the portfolio's market value.



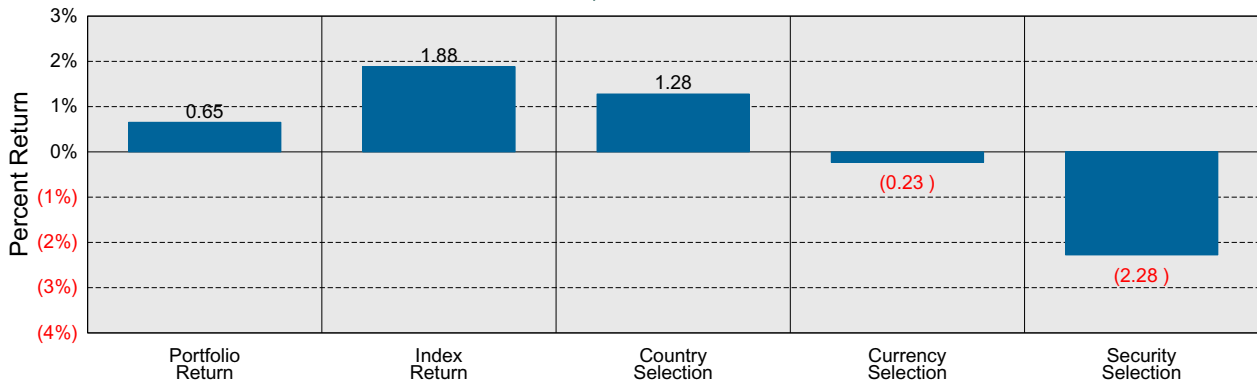
Harbor International vs MSCI ACWIxUS Gross Attribution for Quarter Ended December 31, 2021

International Attribution

The first chart below illustrates the return for each country in the index sorted from high to low. The total return for the index is highlighted with a dotted line. The second chart (countries presented in the same order) illustrates the manager's country allocation decisions relative to the index. To the extent that the manager over-weighted a country that had a higher return than the total return for the index (above the dotted line) it contributes positively to the manager's country (or currency) selection effect. The last chart details the manager return, the index return, and the attribution factors for the quarter.



Attribution Factors for Quarter Ended December 31, 2021



Oakmark International Period Ended December 31, 2021

Investment Philosophy

The Oakmark International Fund is sub-advised by Harris Associates. Harris employs a value approach to investing and relies on its in-house research capabilities to build focused portfolios. The investment team purchases international stocks in both established and emerging markets that are selling at a substantial discount to intrinsic value. Unlike some value managers, Harris places particular emphasis on a company's ability to generate free cash flow as well as the strength of company management. Stocks are also analyzed in terms of financial strength, the position of the company in its industry, and the attractiveness of the industry. The resulting portfolio is relatively concentrated with between 35-65 holdings (although typical number of holdings has been in the 50-55 range). The portfolio is highly benchmark agnostic and the portfolios risk guidelines are broad. The strategy's exposure to emerging markets varies but is limited to 20% of the portfolio. A company is typically purchased when its discount to intrinsic value is 30% or greater and sold when that discount nears 10% or less. Turnover has typically averaged less than 20% a year, reflecting the investment teams 3-5 year outlook on its holdings. *This fund was converted into a CIT in November 2015.

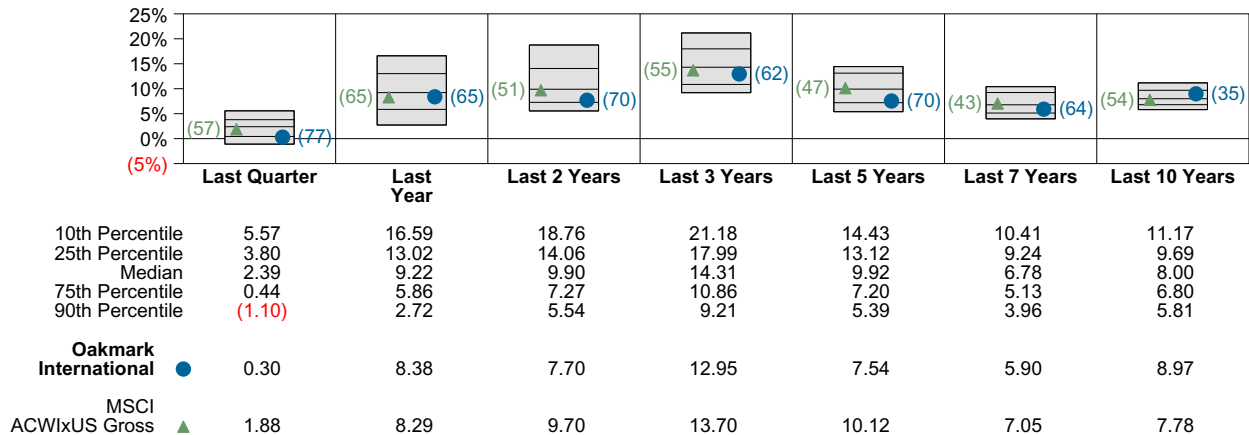
Quarterly Summary and Highlights

- Oakmark International's portfolio posted a 0.30% return for the quarter placing it in the 77 percentile of the Callan Non US Equity Mutual Funds group for the quarter and in the 65 percentile for the last year.
- Oakmark International's portfolio underperformed the MSCI ACWixUS Gross by 1.59% for the quarter and outperformed the MSCI ACWixUS Gross for the year by 0.08%.

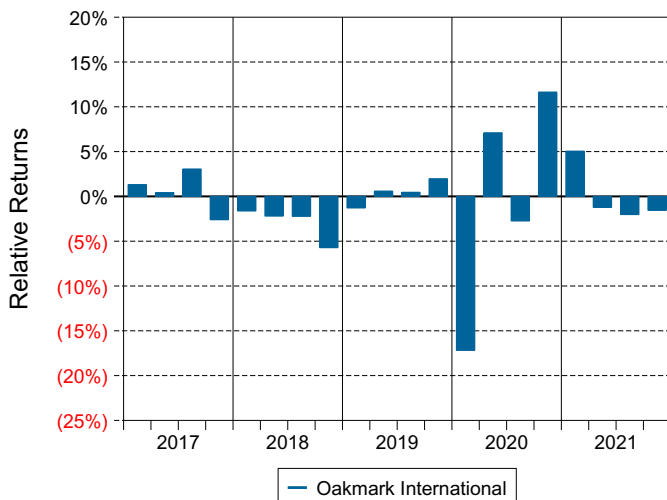
Quarterly Asset Growth

Beginning Market Value	\$34,730,171
Net New Investment	\$0
Investment Gains/(Losses)	\$102,752
Ending Market Value	\$34,832,923

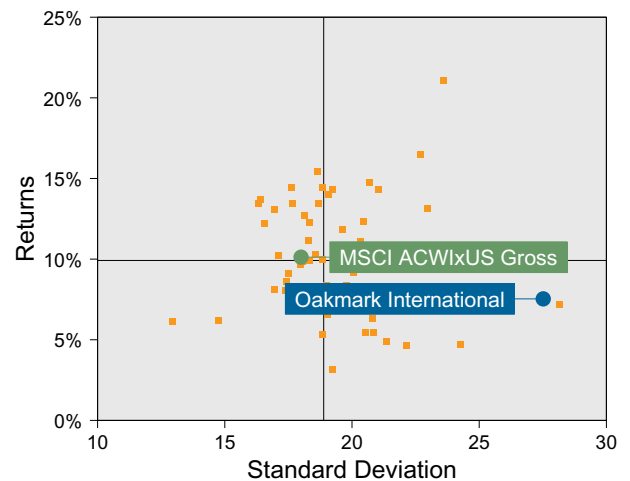
Performance vs Callan Non US Equity Mutual Funds (Net)



Relative Return vs MSCI ACWixUS Gross



Callan Non US Equity Mutual Funds (Net) Annualized Five Year Risk vs Return

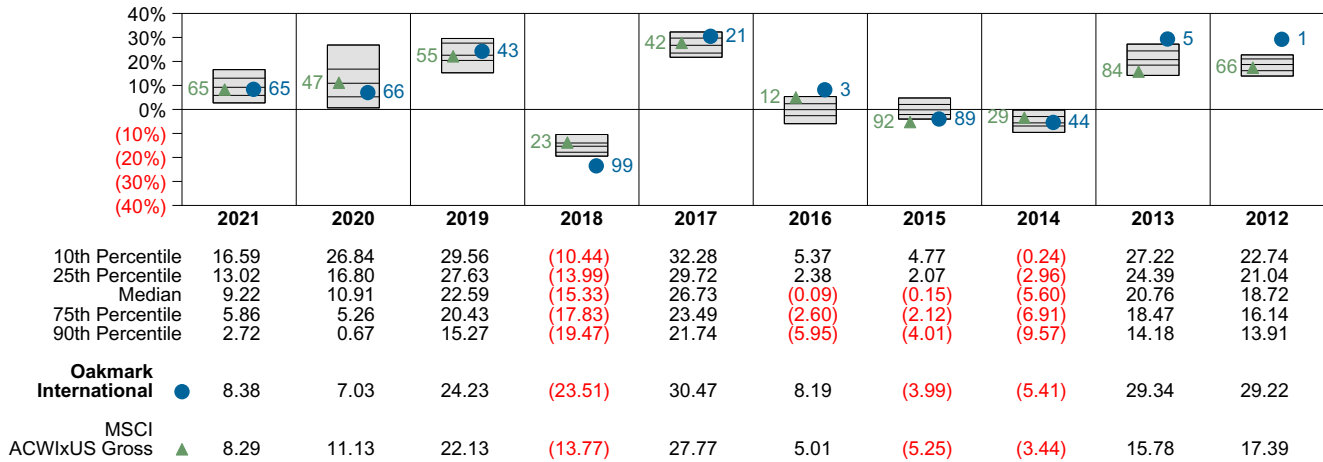


Oakmark International Return Analysis Summary

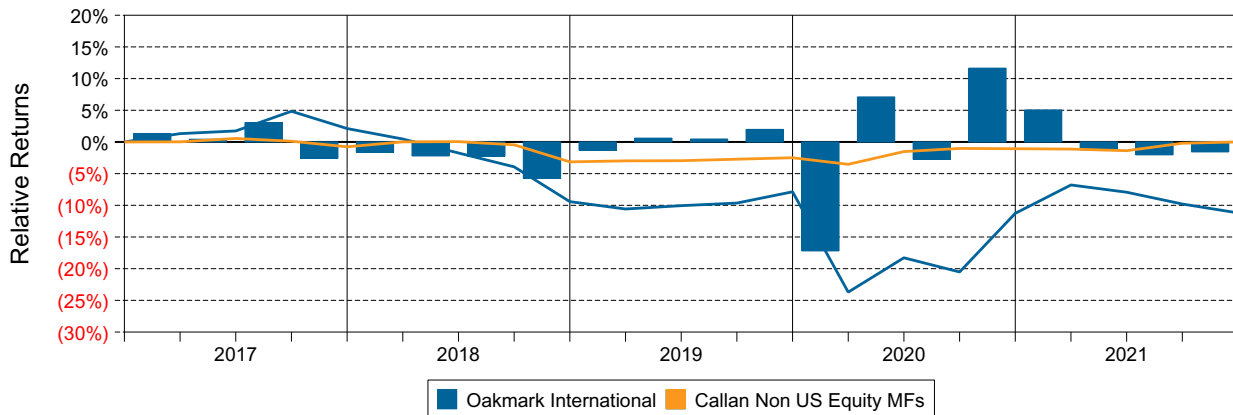
Return Analysis

The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

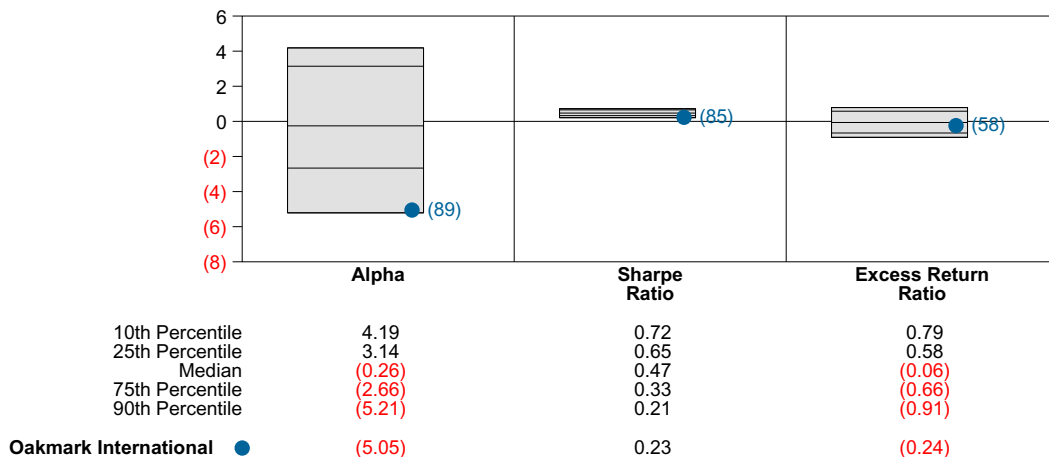
Performance vs Callan Non US Equity Mutual Funds (Net)



Cumulative and Quarterly Relative Return vs MSCI ACWixUS Gross



Risk Adjusted Return Measures vs MSCI ACWixUS Gross Rankings Against Callan Non US Equity Mutual Funds (Net) Five Years Ended December 31, 2021

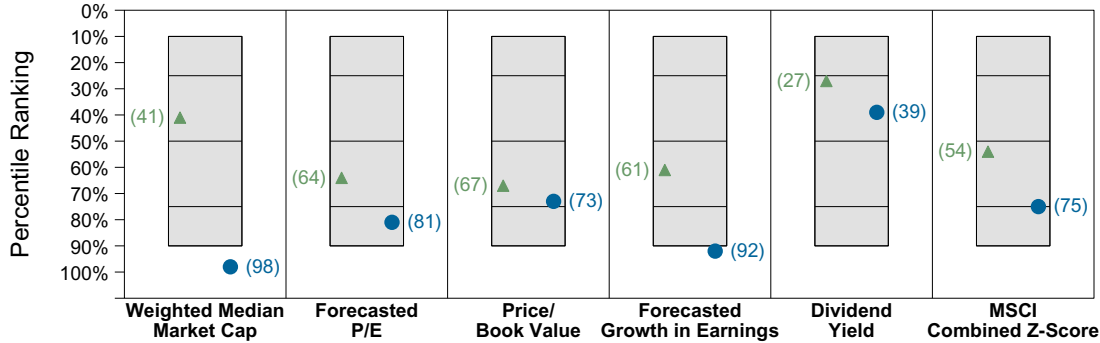


Oakmark International Equity Characteristics Analysis Summary

Portfolio Characteristics

This graph compares the manager's portfolio characteristics with the range of characteristics for the portfolios which make up the manager's style group. This analysis illustrates whether the manager's current holdings are consistent with other managers employing the same style.

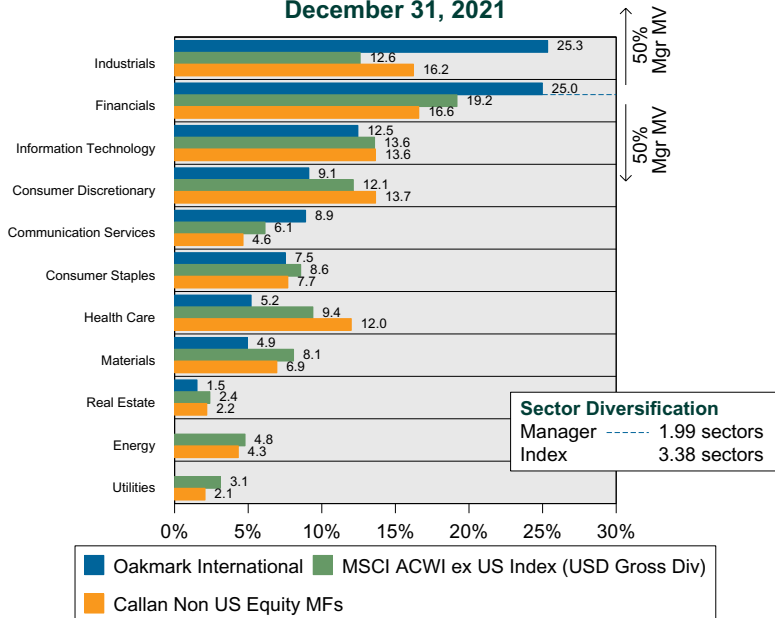
Portfolio Characteristics Percentile Rankings Rankings Against Callan Non US Equity Mutual Funds as of December 31, 2021



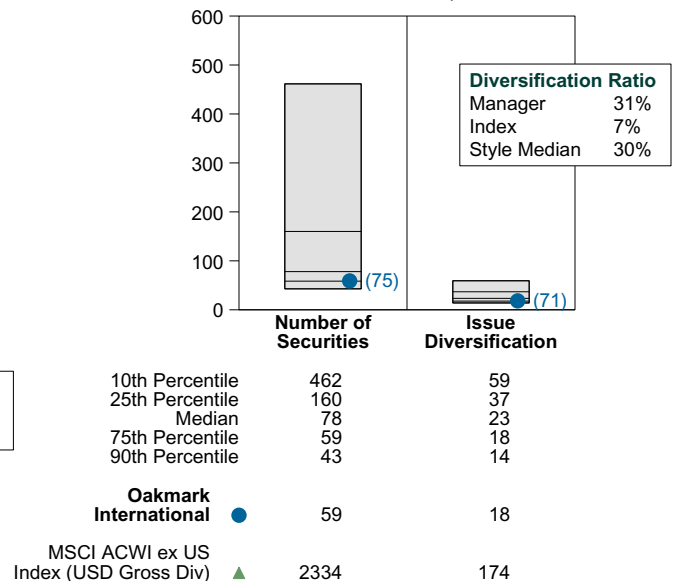
Sector Weights

The graph below contrasts the manager's sector weights with those of the benchmark and median sector weights across the members of the peer group. The magnitude of sector weight differences from the index and the manager's sector diversification are also shown. Diversification by number and concentration of holdings are also compared to the benchmark and peer group. Issue Diversification represents by count, and Diversification Ratio by percent, the number of holdings that account for half of the portfolio's market value.

Sector Allocation December 31, 2021



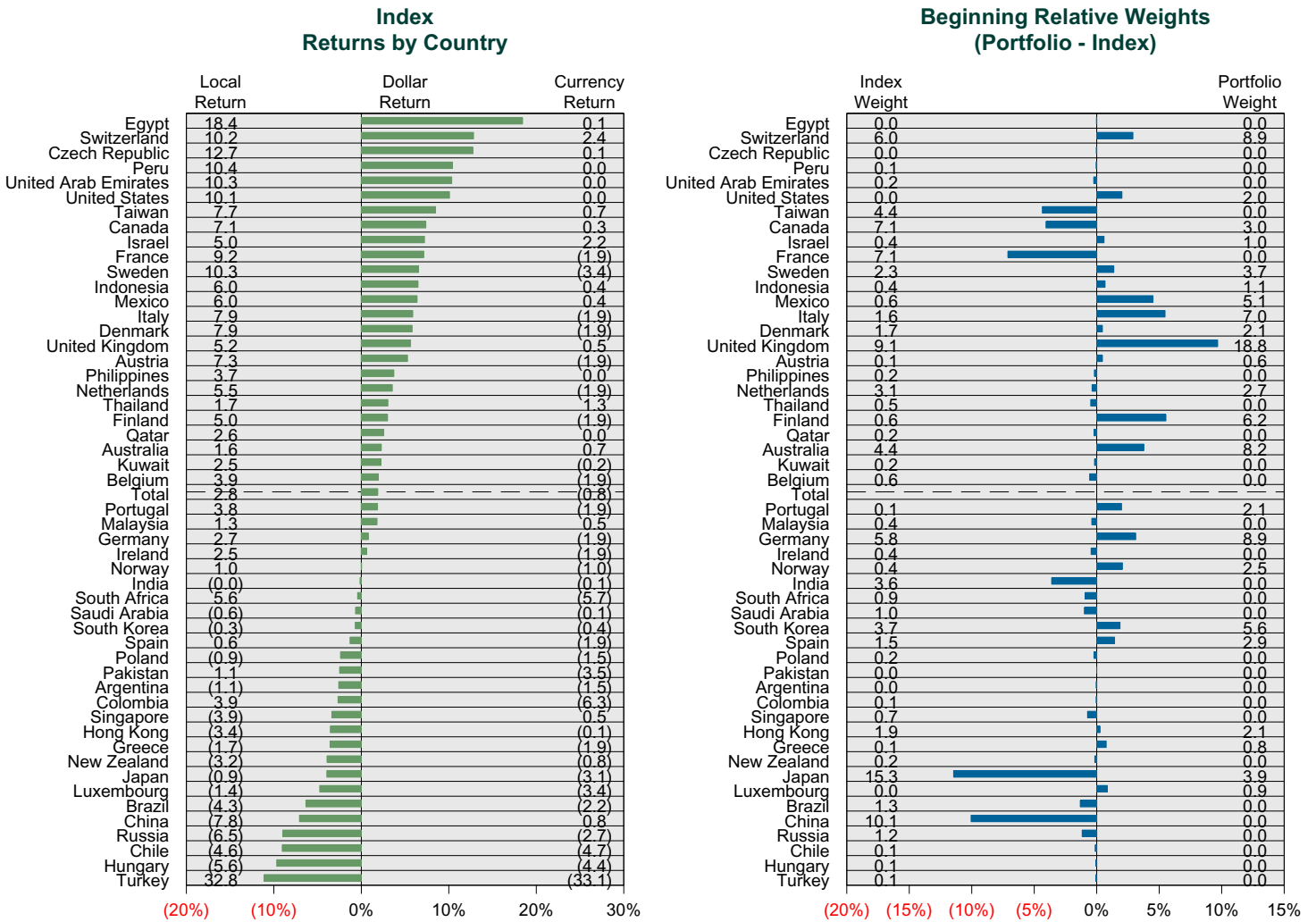
Diversification December 31, 2021



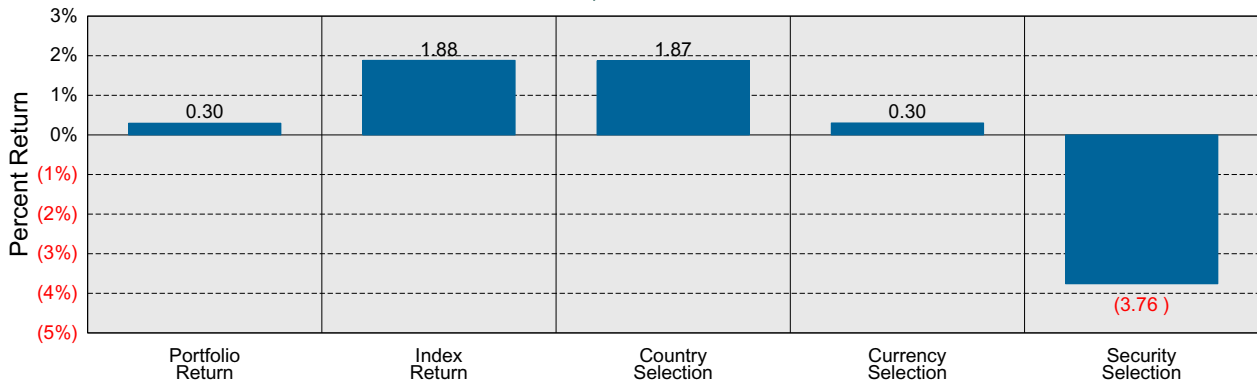
Oakmark International vs MSCI ACWIxUS Gross Attribution for Quarter Ended December 31, 2021

International Attribution

The first chart below illustrates the return for each country in the index sorted from high to low. The total return for the index is highlighted with a dotted line. The second chart (countries presented in the same order) illustrates the manager's country allocation decisions relative to the index. To the extent that the manager over-weighted a country that had a higher return than the total return for the index (above the dotted line) it contributes positively to the manager's country (or currency) selection effect. The last chart details the manager return, the index return, and the attribution factors for the quarter.



Attribution Factors for Quarter Ended December 31, 2021



Mondrian International Period Ended December 31, 2021

Investment Philosophy

Mondrian's value driven investment philosophy is based on the belief that investments need to be evaluated in terms of their fundamental long-term value. In the management of international equity assets, they invest in securities where rigorous dividend discount analysis identifies value in terms of the long term flow of income. Mondrian's management fee is 80 bps on all assets.

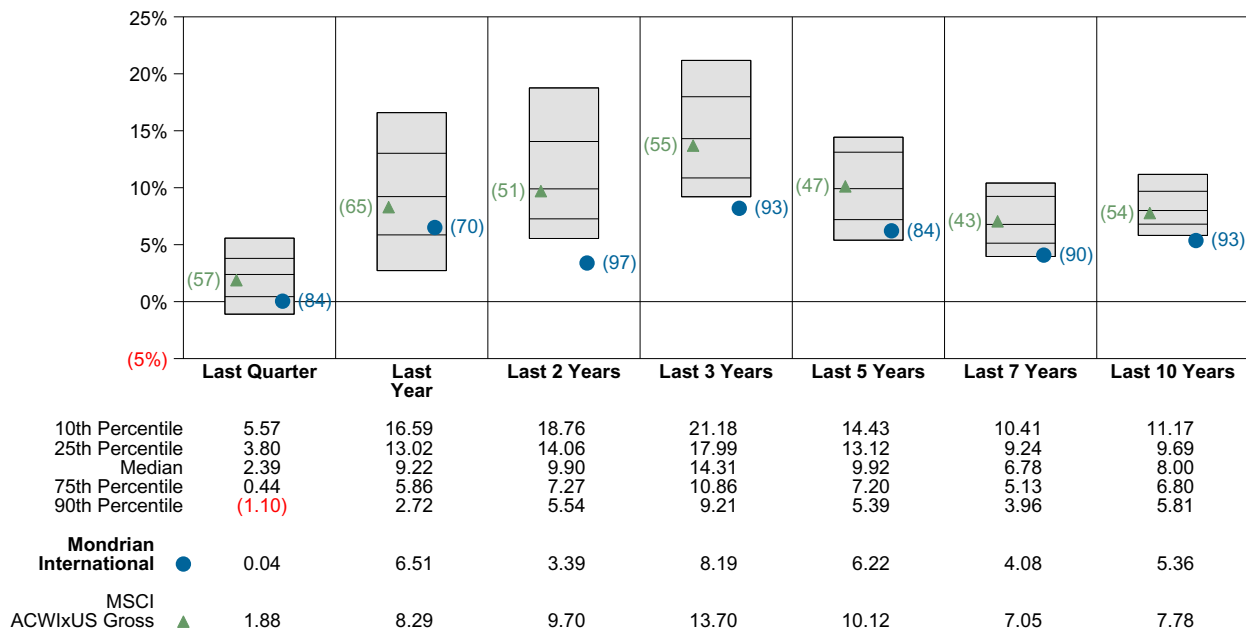
Quarterly Summary and Highlights

- Mondrian International's portfolio posted a 0.04% return for the quarter placing it in the 84 percentile of the Callan Non US Equity Mutual Funds group for the quarter and in the 70 percentile for the last year.
- Mondrian International's portfolio underperformed the MSCI ACWixUS Gross by 1.84% for the quarter and underperformed the MSCI ACWixUS Gross for the year by 1.79%.

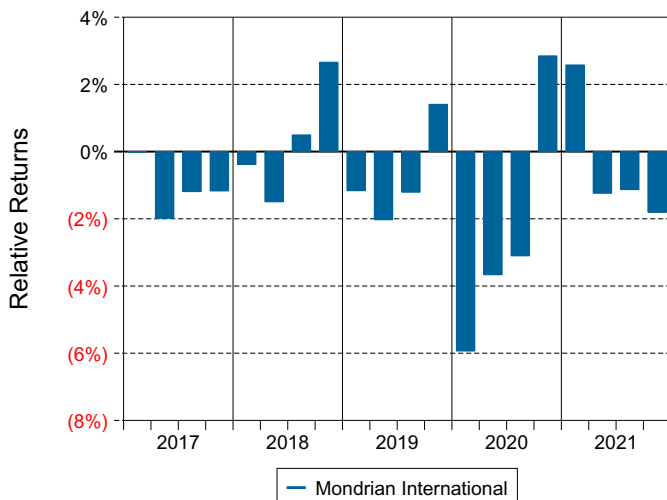
Quarterly Asset Growth

Beginning Market Value	\$35,171,649
Net New Investment	\$-2,000,000
Investment Gains/(Losses)	\$-5,884
Ending Market Value	\$33,165,765

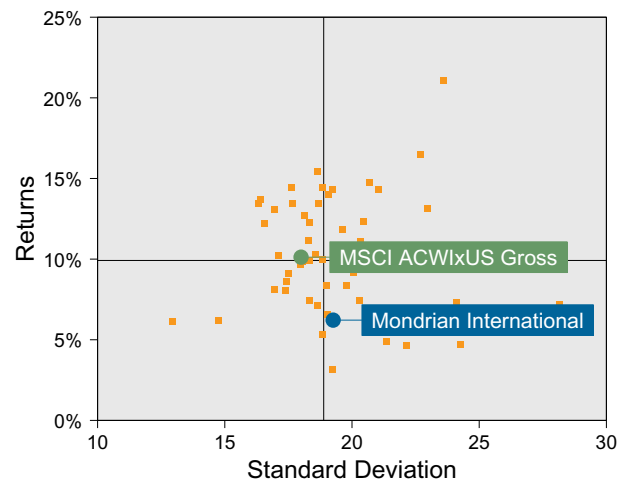
Performance vs Callan Non US Equity Mutual Funds (Net)



Relative Return vs MSCI ACWixUS Gross



Callan Non US Equity Mutual Funds (Net) Annualized Five Year Risk vs Return

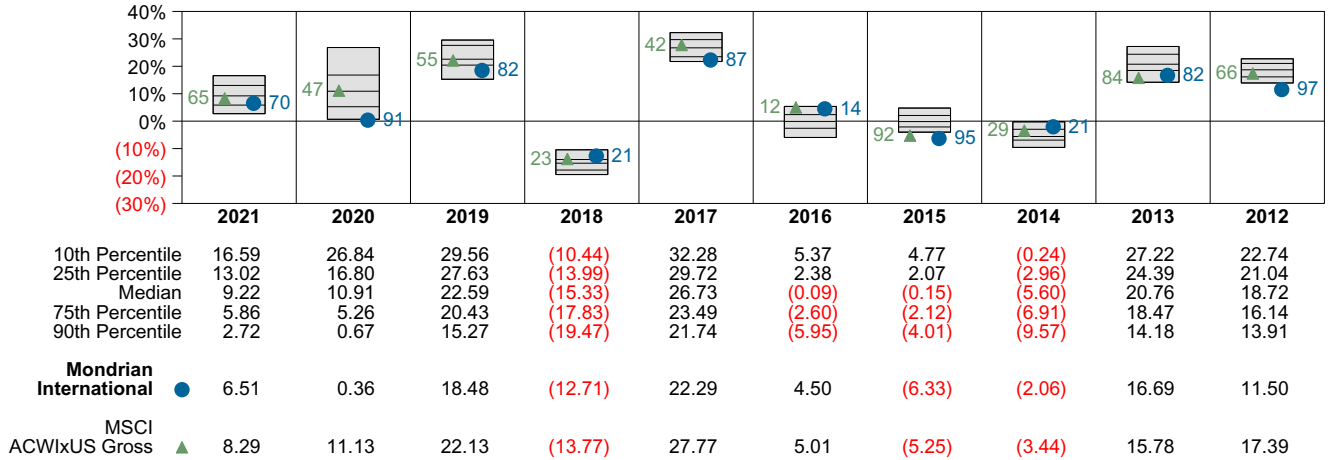


Mondrian International Return Analysis Summary

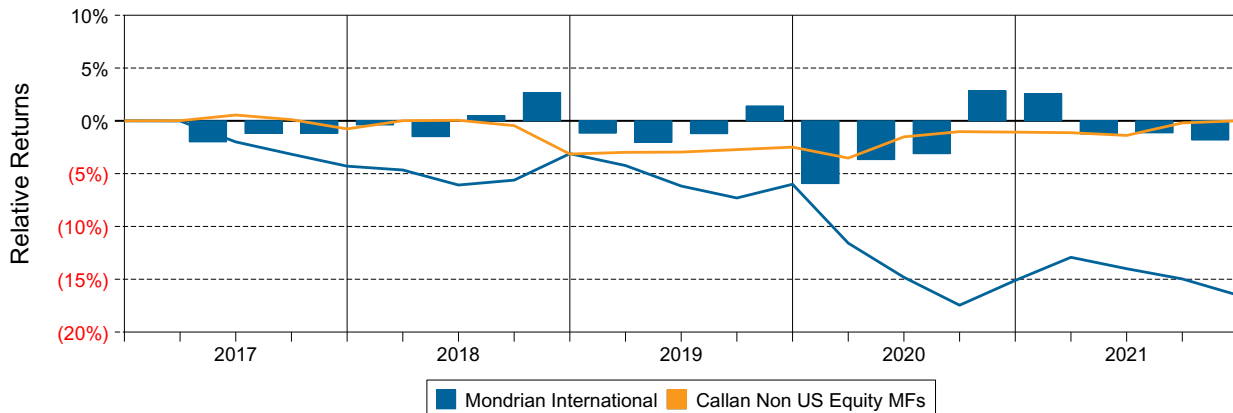
Return Analysis

The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

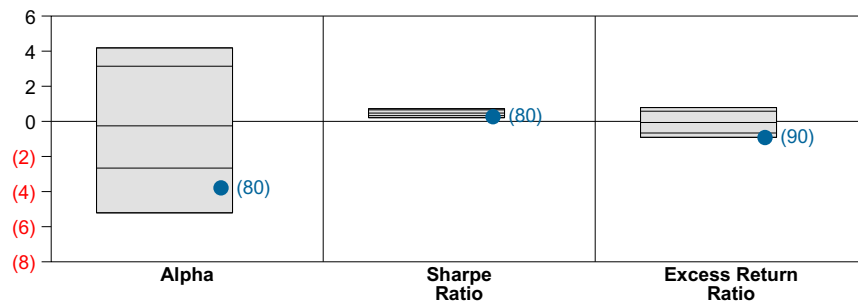
Performance vs Callan Non US Equity Mutual Funds (Net)



Cumulative and Quarterly Relative Return vs MSCI ACWixUS Gross



Risk Adjusted Return Measures vs MSCI ACWixUS Gross Rankings Against Callan Non US Equity Mutual Funds (Net) Five Years Ended December 31, 2021



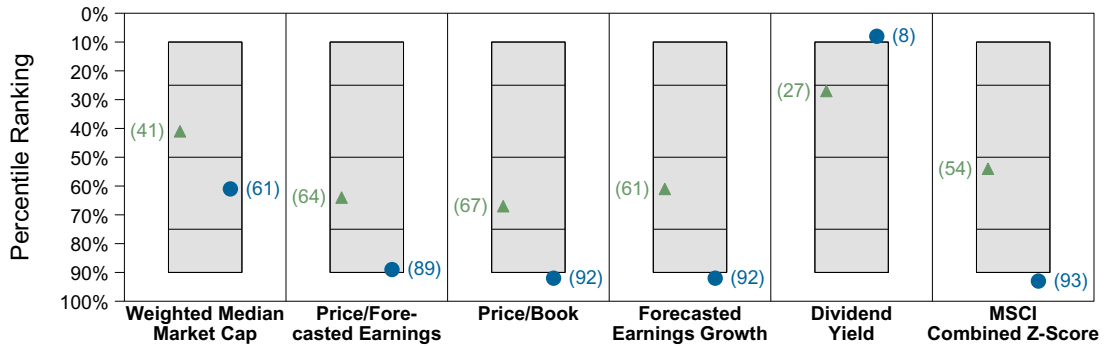
	Alpha	Sharpe Ratio	Excess Return Ratio
10th Percentile	4.19	0.72	0.79
25th Percentile	3.14	0.65	0.58
Median	(0.26)	0.47	(0.06)
75th Percentile	(2.66)	0.33	(0.66)
90th Percentile	(5.21)	0.21	(0.91)
Mondrian International	● (3.79)	0.26	(0.92)

Mondrian International Equity Characteristics Analysis Summary

Portfolio Characteristics

This graph compares the manager's portfolio characteristics with the range of characteristics for the portfolios which make up the manager's style group. This analysis illustrates whether the manager's current holdings are consistent with other managers employing the same style.

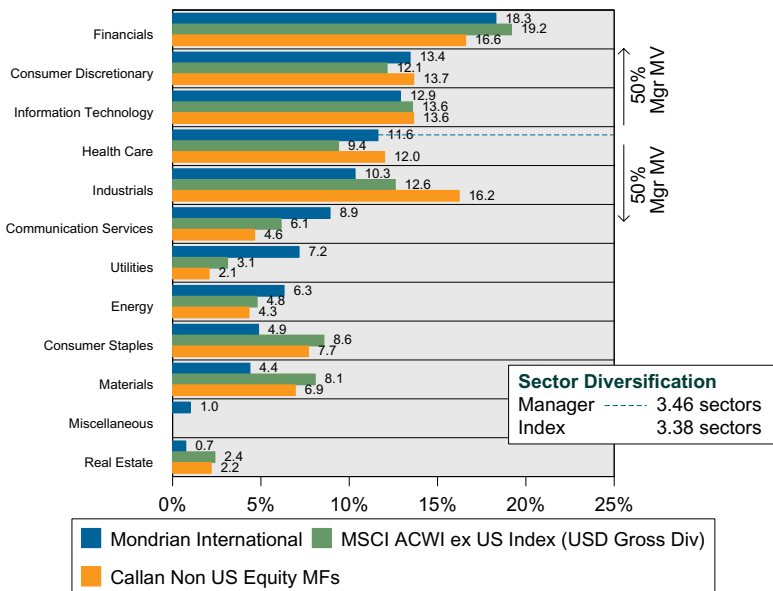
Portfolio Characteristics Percentile Rankings Rankings Against Callan Non US Equity Mutual Funds as of December 31, 2021



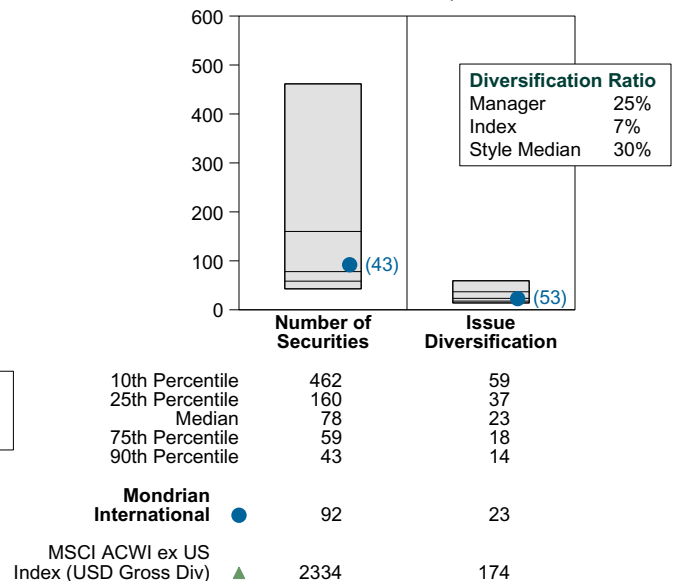
Sector Weights

The graph below contrasts the manager's sector weights with those of the benchmark and median sector weights across the members of the peer group. The magnitude of sector weight differences from the index and the manager's sector diversification are also shown. Diversification by number and concentration of holdings are also compared to the benchmark and peer group. Issue Diversification represents by count, and Diversification Ratio by percent, the number of holdings that account for half of the portfolio's market value.

Sector Allocation December 31, 2021



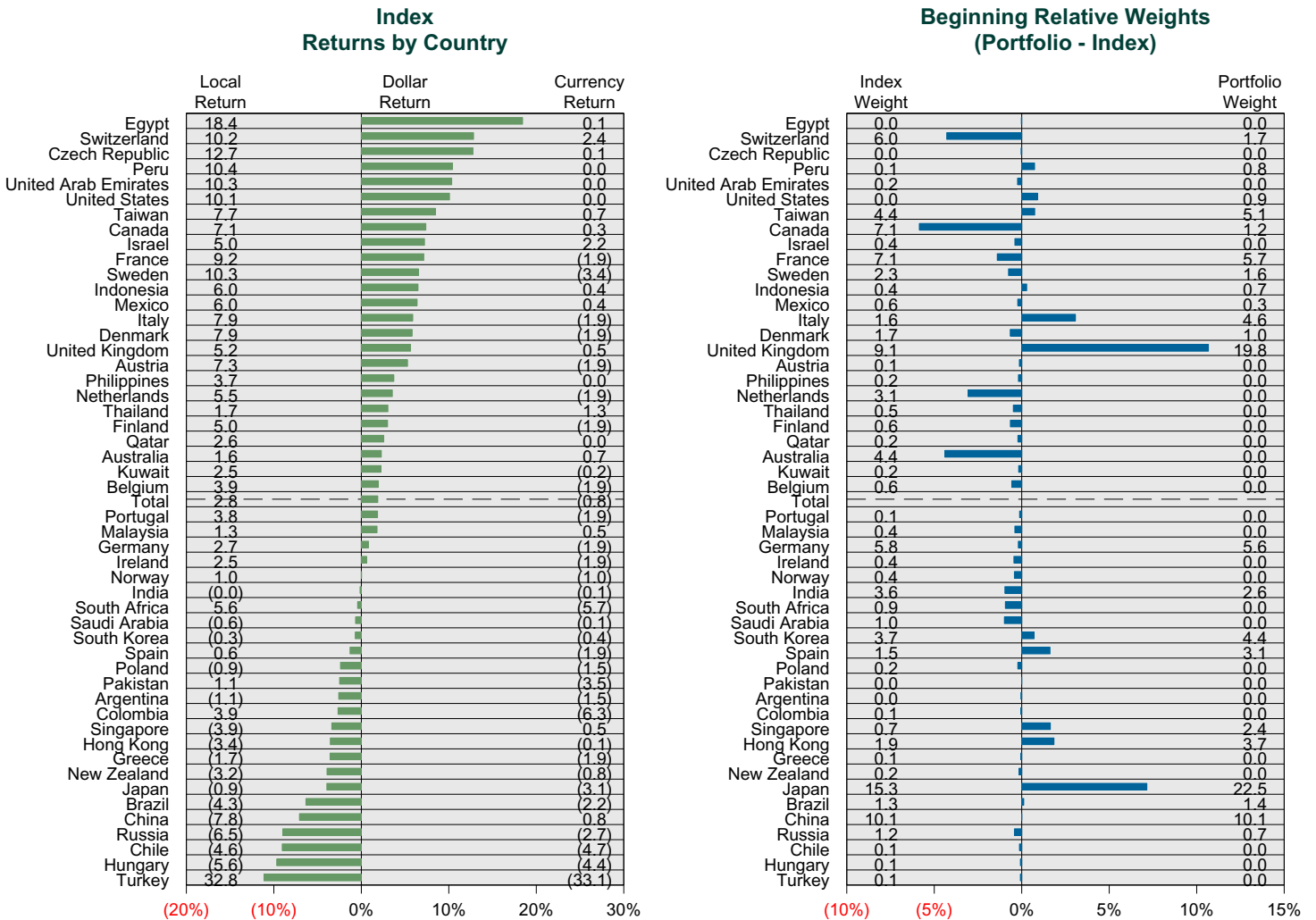
Diversification December 31, 2021



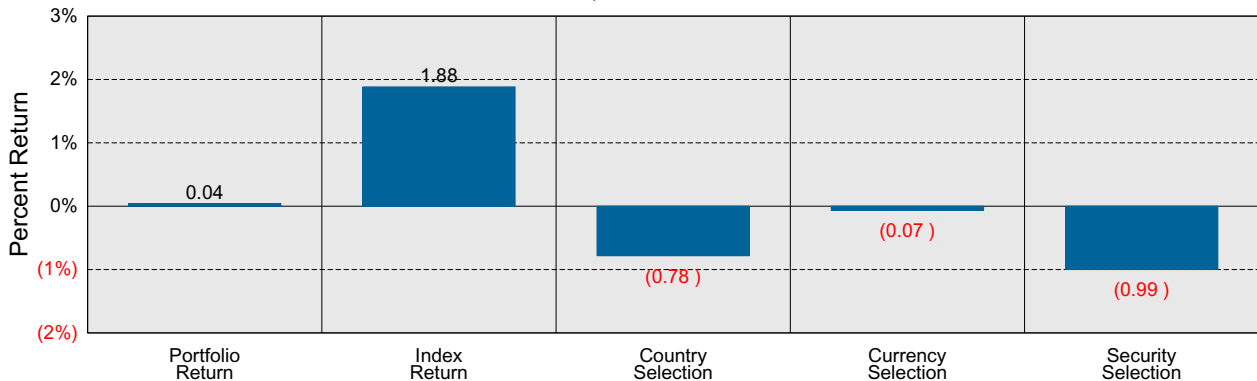
Mondrian International vs MSCI ACWxUS Gross Attribution for Quarter Ended December 31, 2021

International Attribution

The first chart below illustrates the return for each country in the index sorted from high to low. The total return for the index is highlighted with a dotted line. The second chart (countries presented in the same order) illustrates the manager's country allocation decisions relative to the index. To the extent that the manager over-weighted a country that had a higher return than the total return for the index (above the dotted line) it contributes positively to the manager's country (or currency) selection effect. The last chart details the manager return, the index return, and the attribution factors for the quarter.



Attribution Factors for Quarter Ended December 31, 2021



T. Rowe Price Intl Small Cap Period Ended December 31, 2021

Investment Philosophy

T. Rowe's International Small Cap strategy has been managed within a multi-portfolio manager structure with regional responsibilities since inception. The group has been incredibly stable, however, in 2021 Ben Griffiths took on the leadership role of the team from previous portfolio manager, Justin Thomson who was elevated to head of T. Rowe's International Equity division. Fortunately, Griffiths has been a member of the team since 2006 and well equipped to take over. The investment process focuses on finding high quality businesses that can generate performance beyond a business cycle. The team takes a long-term approach to identify 200 to 250 stocks for the portfolio, diversified across sectors and regions. Historical results are impressive as the portfolio's investments in compounding growth companies have done well. Although the strategy may struggle in commodity-driven and/or cyclical regimes. Portfolio was funded September 2017. Historical returns are that of the manager's composite.

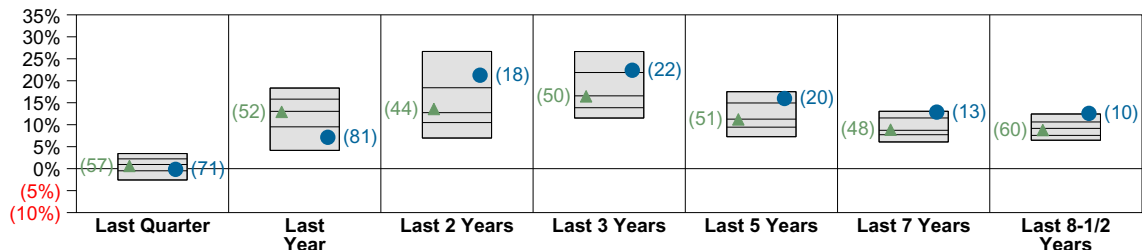
Quarterly Summary and Highlights

- T. Rowe Price Intl Small Cap's portfolio posted a (0.16)% return for the quarter placing it in the 71 percentile of the Callan International Small Cap Mut Funds group for the quarter and in the 81 percentile for the last year.
- T. Rowe Price Intl Small Cap's portfolio underperformed the MSCI ACWI ex US Small Cap by 0.78% for the quarter and underperformed the MSCI ACWI ex US Small Cap for the year by 5.79%.

Quarterly Asset Growth

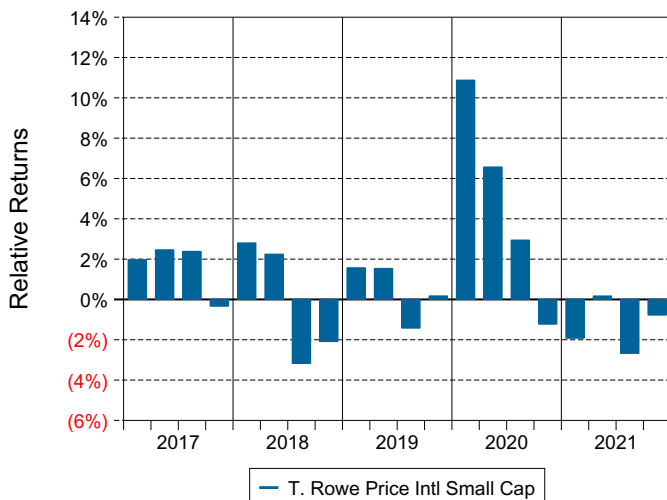
Beginning Market Value	\$28,282,921
Net New Investment	\$0
Investment Gains/(Losses)	\$28,860
Ending Market Value	\$28,311,781

Performance vs Callan International Small Cap Mut Funds (Net)

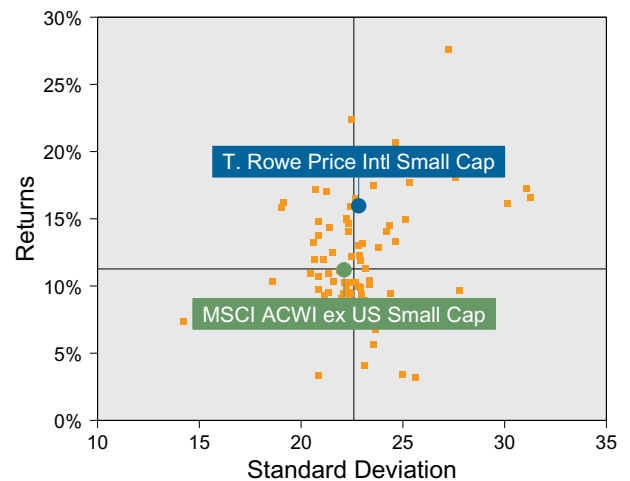


	Last Quarter	Last Year	Last 2 Years	Last 3 Years	Last 5 Years	Last 7 Years	Last 8-1/2 Years
10th Percentile	3.44	18.34	26.67	26.65	17.52	13.05	12.44
25th Percentile	2.22	15.82	18.41	21.88	14.95	11.53	10.62
Median	0.95	13.04	12.74	16.56	11.27	8.73	9.16
75th Percentile	(0.49)	9.52	10.48	13.87	9.44	7.72	7.57
90th Percentile	(2.58)	4.16	6.96	11.52	7.27	6.07	6.47
T. Rowe Price Intl Small Cap	(0.16)	7.14	21.26	22.39	15.97	12.86	12.58
MSCI ACWI ex US Small Cap	0.62	12.93	13.58	16.46	11.21	8.87	8.79

Relative Returns vs MSCI ACWI ex US Small Cap



Callan International Small Cap Mut Funds (Net) Annualized Five Year Risk vs Return

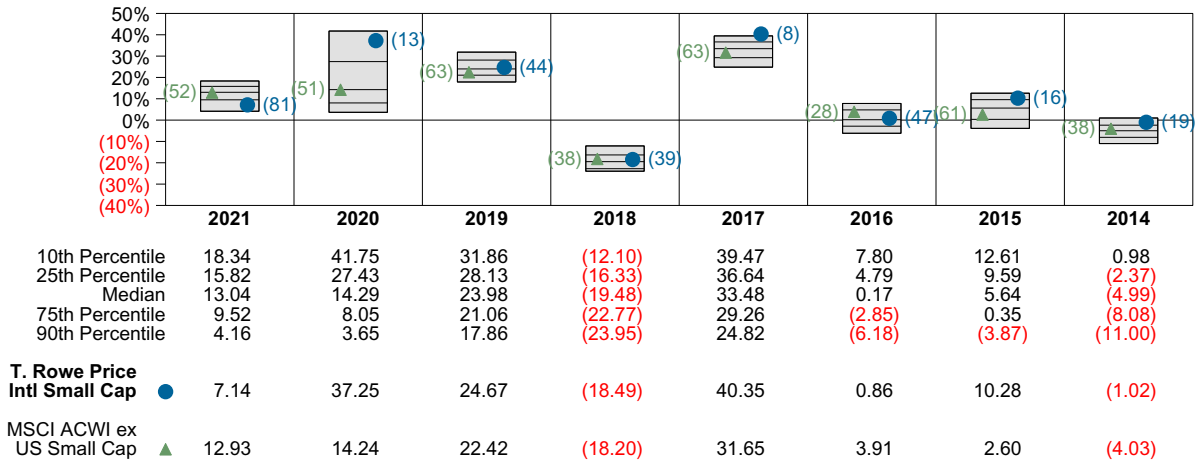


T. Rowe Price Intl Small Cap Return Analysis Summary

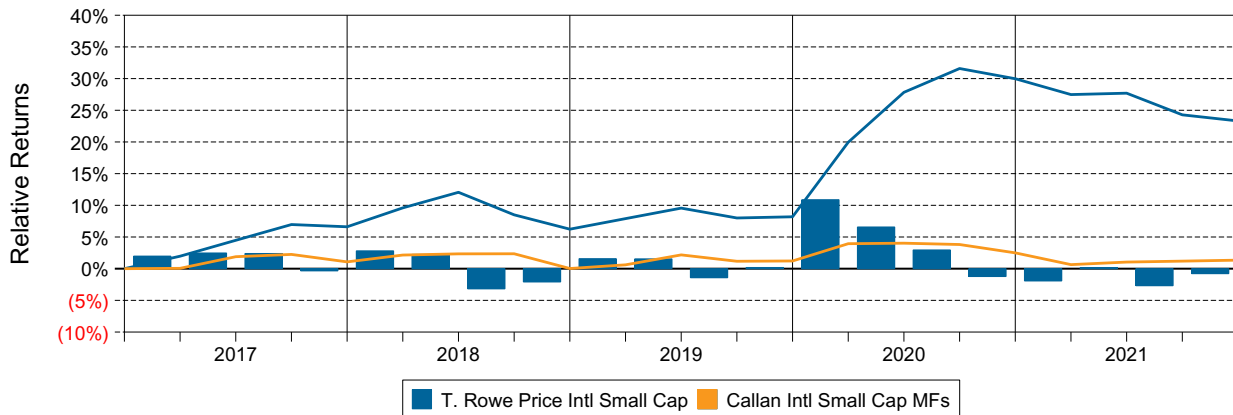
Return Analysis

The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

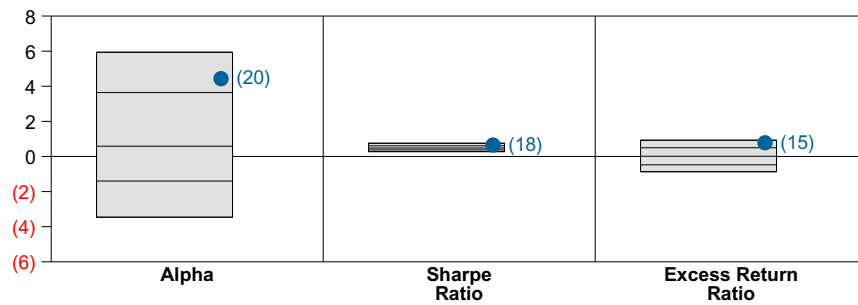
Performance vs Callan International Small Cap Mut Funds (Net)



Cumulative and Quarterly Relative Return vs MSCI ACWI ex US Small Cap



Risk Adjusted Return Measures vs MSCI ACWI ex US Small Cap Rankings Against Callan International Small Cap Mut Funds (Net) Five Years Ended December 31, 2021



	Alpha	Sharpe Ratio	Excess Return Ratio
10th Percentile	5.94	0.75	0.93
25th Percentile	3.64	0.61	0.50
Median	0.58	0.48	0.01
75th Percentile	(1.40)	0.38	(0.48)
90th Percentile	(3.46)	0.27	(0.87)
T. Rowe Price Intl Small Cap	4.43	0.65	0.78

T. Rowe Price Intl Small Cap Equity Characteristics Analysis Summary

Portfolio Characteristics

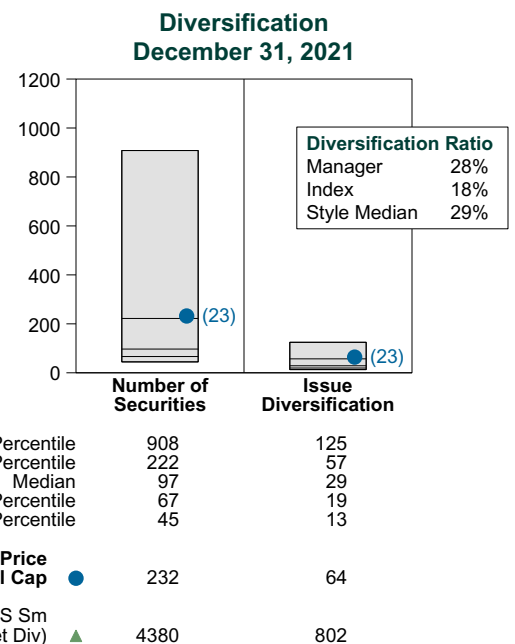
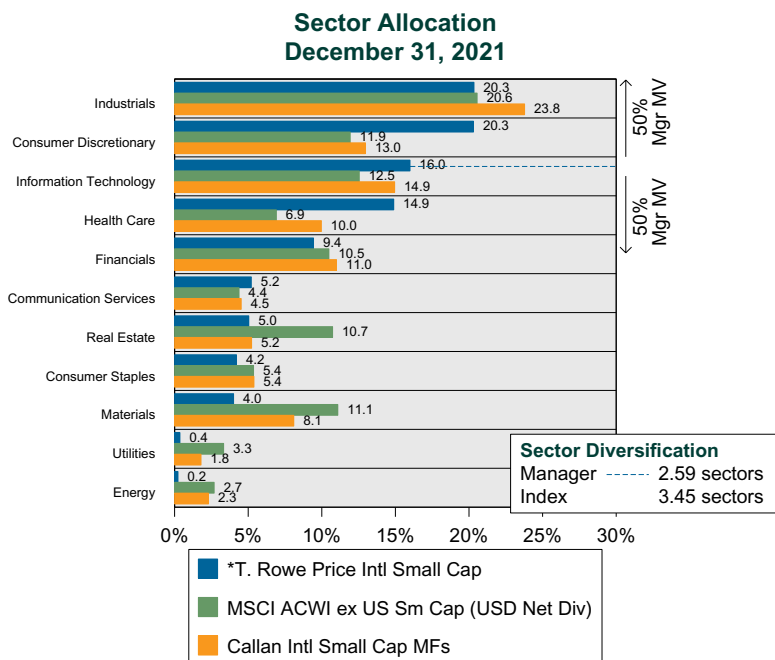
This graph compares the manager's portfolio characteristics with the range of characteristics for the portfolios which make up the manager's style group. This analysis illustrates whether the manager's current holdings are consistent with other managers employing the same style.

Portfolio Characteristics Percentile Rankings Rankings Against Callan International Small Cap Mut Funds as of December 31, 2021



Sector Weights

The graph below contrasts the manager's sector weights with those of the benchmark and median sector weights across the members of the peer group. The magnitude of sector weight differences from the index and the manager's sector diversification are also shown. Diversification by number and concentration of holdings are also compared to the benchmark and peer group. Issue Diversification represents by count, and Diversification Ratio by percent, the number of holdings that account for half of the portfolio's market value.

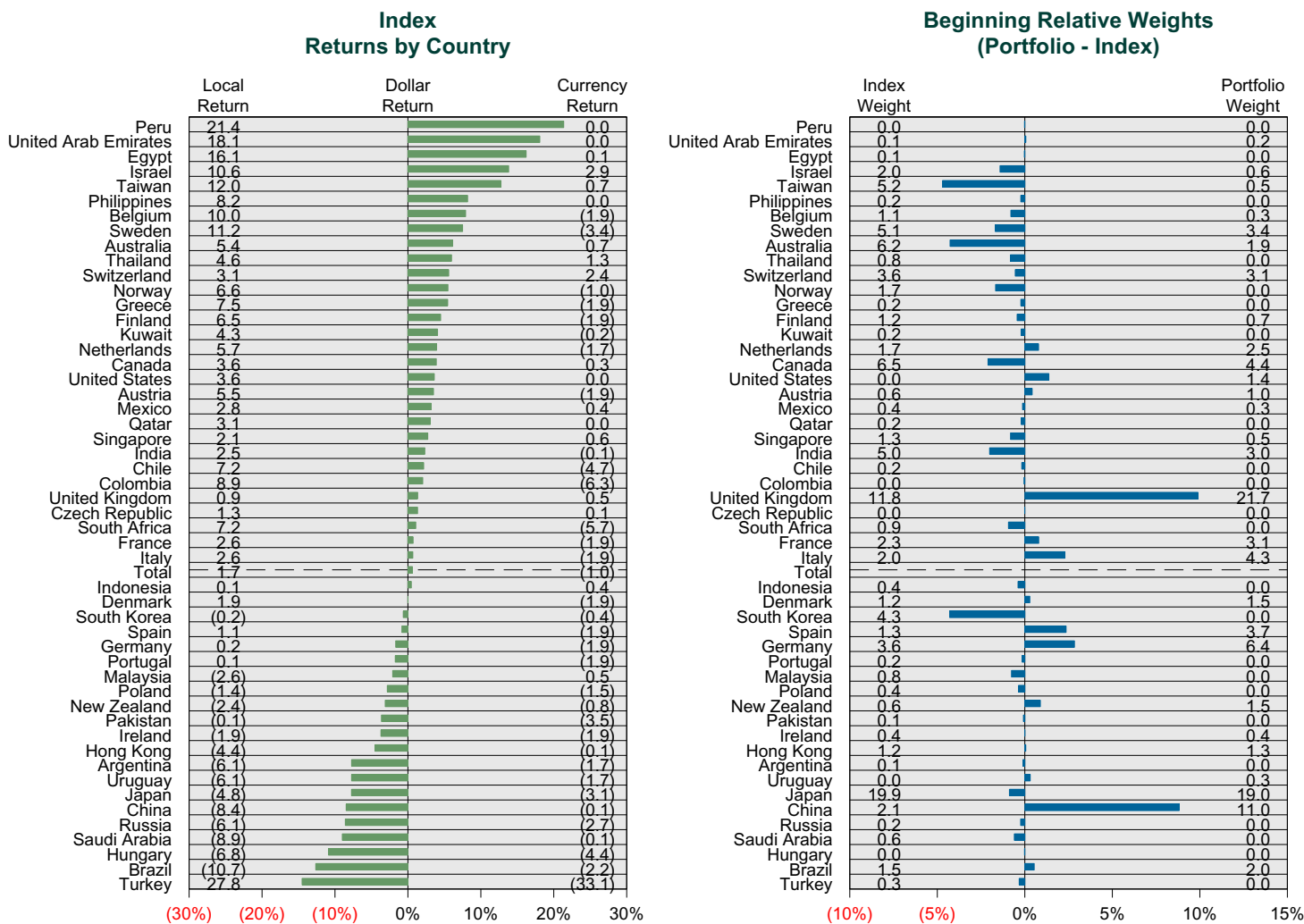


*12/31/21 portfolio characteristics generated using most recently available holdings (9/30/21) modified based on a "buy-and-hold" assumption (repriced and adjusted for corporate actions). Analysis is then done using current market and company financial data.

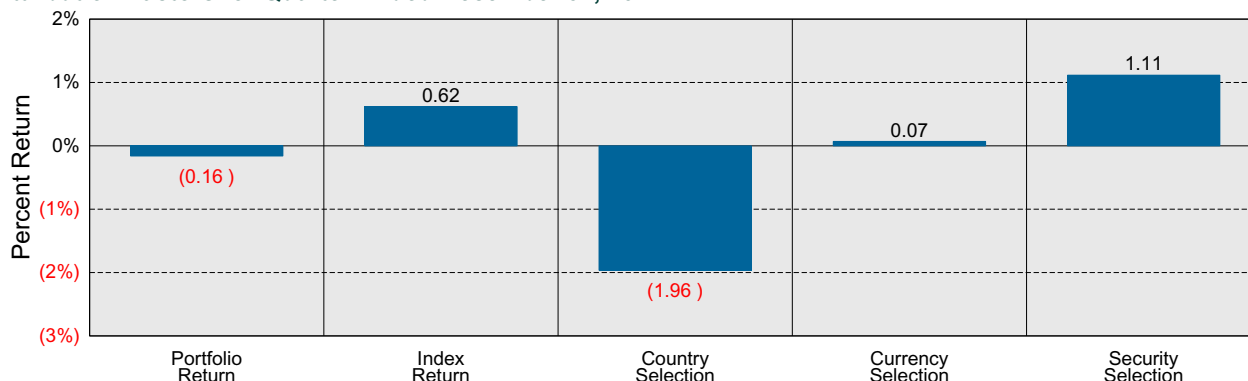
T. Rowe Price Intl Small Cap vs MSCI ACWI ex US Small Cap Attribution for Quarter Ended December 31, 2021

International Attribution

The first chart below illustrates the return for each country in the index sorted from high to low. The total return for the index is highlighted with a dotted line. The second chart (countries presented in the same order) illustrates the manager's country allocation decisions relative to the index. To the extent that the manager over-weighted a country that had a higher return than the total return for the index (above the dotted line) it contributes positively to the manager's country (or currency) selection effect. The last chart details the manager return, the index return, and the attribution factors for the quarter.



Attribution Factors for Quarter Ended December 31, 2021



NinetyOne

Period Ended December 31, 2021

Investment Philosophy

Ninety One North America's 4Factor Equity team believes that share prices are driven by four key attributes over time and investing in companies that display these characteristics will drive long-term performance. They look to invest in high quality, attractively valued companies, which are improving operating performance and receiving increasing investor attention. These four factors (i.e., Strategy, Value, Earnings, and Technicals) are confirmed as performance drivers by academic research, empirical testing and intuitive reasoning. They believe that each factor can be a source of outperformance but in combination they are intended to produce more stable returns over the market cycle. Ninety One North America's management fee is 80 bps on all assets. The portfolio was funded June 2017. Historical returns are that of the manager's composite.

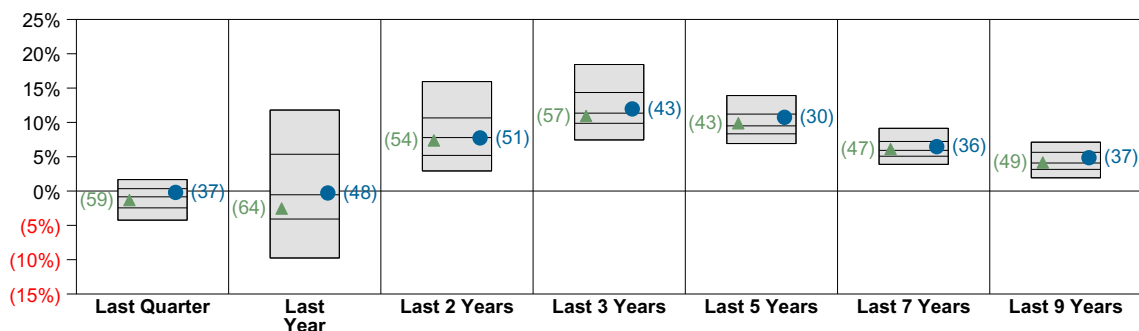
Quarterly Summary and Highlights

- NinetyOne's portfolio posted a (0.20)% return for the quarter placing it in the 37 percentile of the Morningstar Diversified Emg Mkts Fds group for the quarter and in the 48 percentile for the last year.
- NinetyOne's portfolio outperformed the MSCI EM by 1.11% for the quarter and outperformed the MSCI EM for the year by 2.26%.

Quarterly Asset Growth

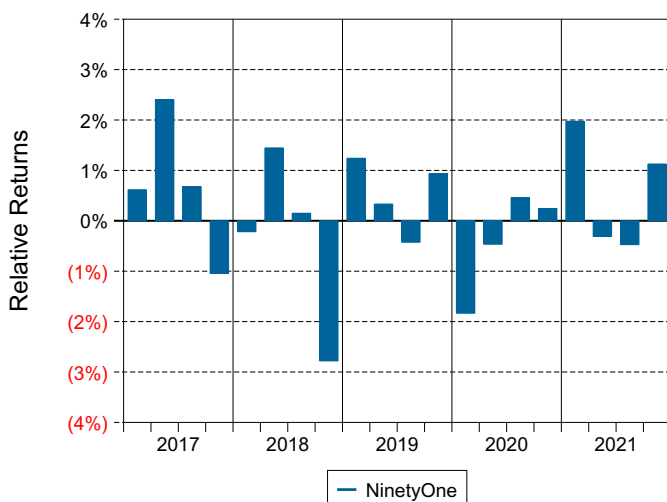
Beginning Market Value	\$17,237,704
Net New Investment	\$0
Investment Gains/(Losses)	\$0
Ending Market Value	\$17,237,704

Performance vs Morningstar Diversified Emg Mkts Fds (Net)

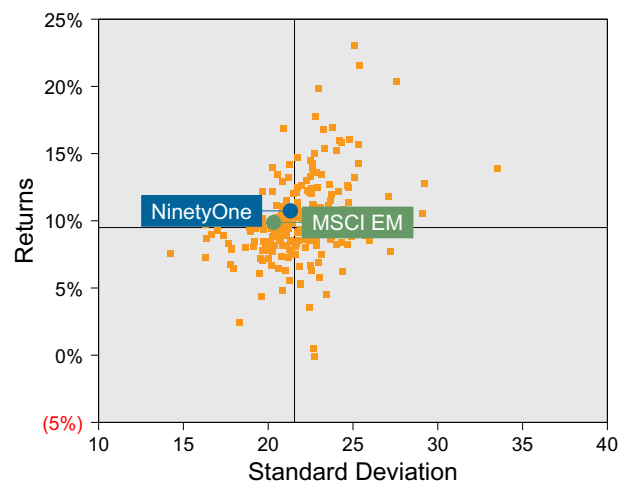


10th Percentile	1.67	11.80	15.95	18.43	13.91	9.14	7.12
25th Percentile	0.35	5.36	10.65	14.35	11.21	7.22	5.64
Median	(0.84)	(0.54)	7.79	11.35	9.50	5.92	4.08
75th Percentile	(2.45)	(4.08)	5.19	9.87	8.34	5.07	3.16
90th Percentile	(4.24)	(9.76)	2.93	7.44	6.92	3.89	1.93
NinetyOne	● (0.20)	(0.28)	7.74	11.96	10.74	6.46	4.85
MSCI EM	▲ (1.31)	(2.54)	7.38	10.94	9.88	6.11	4.16

Relative Return vs MSCI EM



Morningstar Diversified Emg Mkts Fds (Net) Annualized Five Year Risk vs Return

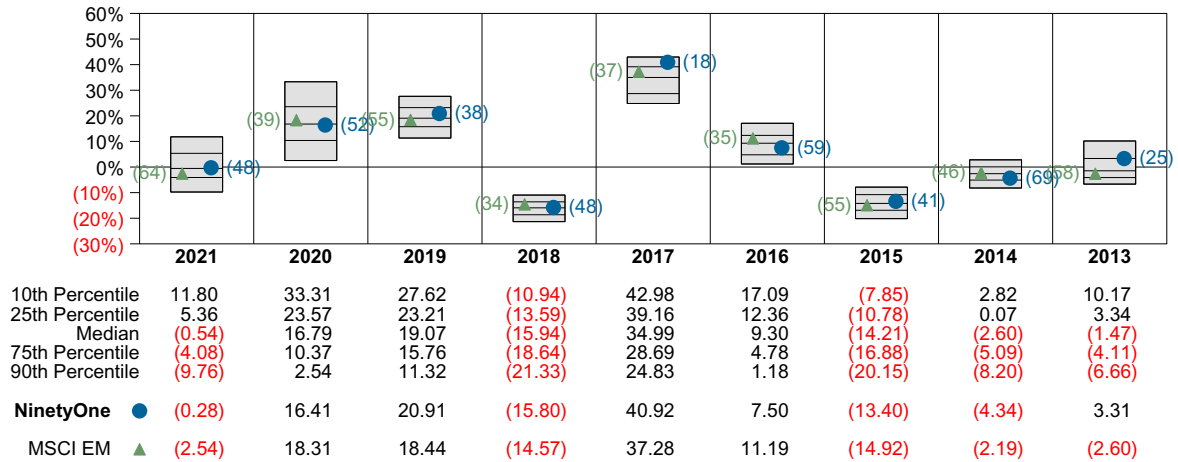


NinetyOne Return Analysis Summary

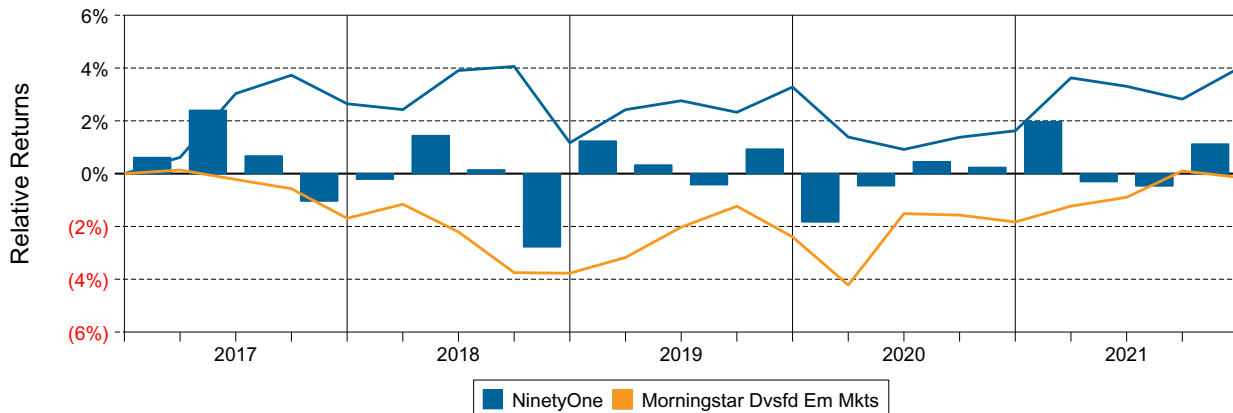
Return Analysis

The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

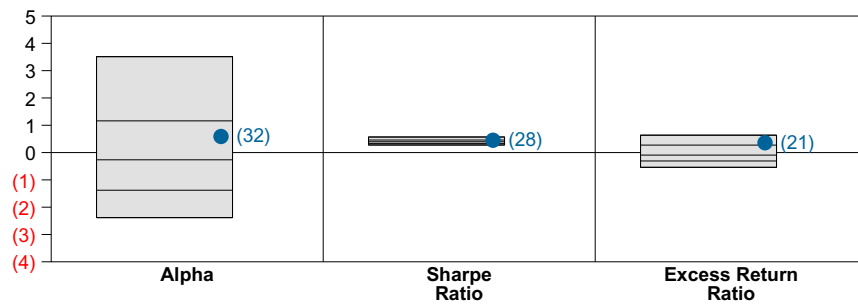
Performance vs Morningstar Diversified Emg Mkts Fds (Net)



Cumulative and Quarterly Relative Return vs MSCI EM



Risk Adjusted Return Measures vs MSCI EM Rankings Against Morningstar Diversified Emg Mkts Fds (Net) Five Years Ended December 31, 2021



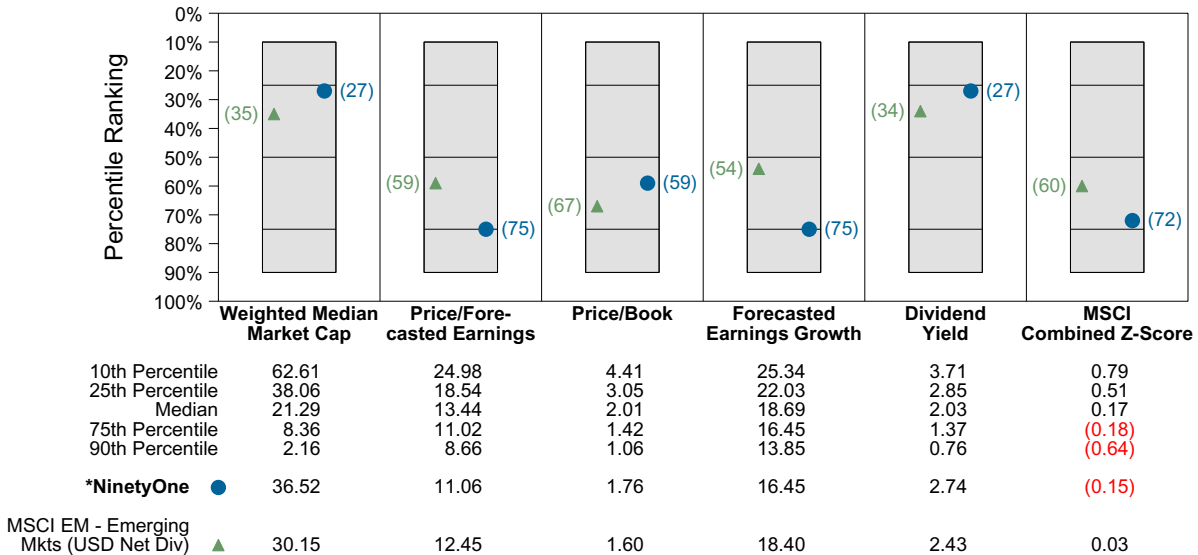
10th Percentile	3.51	0.57	0.64
25th Percentile	1.16	0.46	0.27
Median	(0.26)	0.40	(0.09)
75th Percentile	(1.38)	0.34	(0.31)
90th Percentile	(2.38)	0.28	(0.54)
NinetyOne	0.59	0.45	0.36

NinetyOne Equity Characteristics Analysis Summary

Portfolio Characteristics

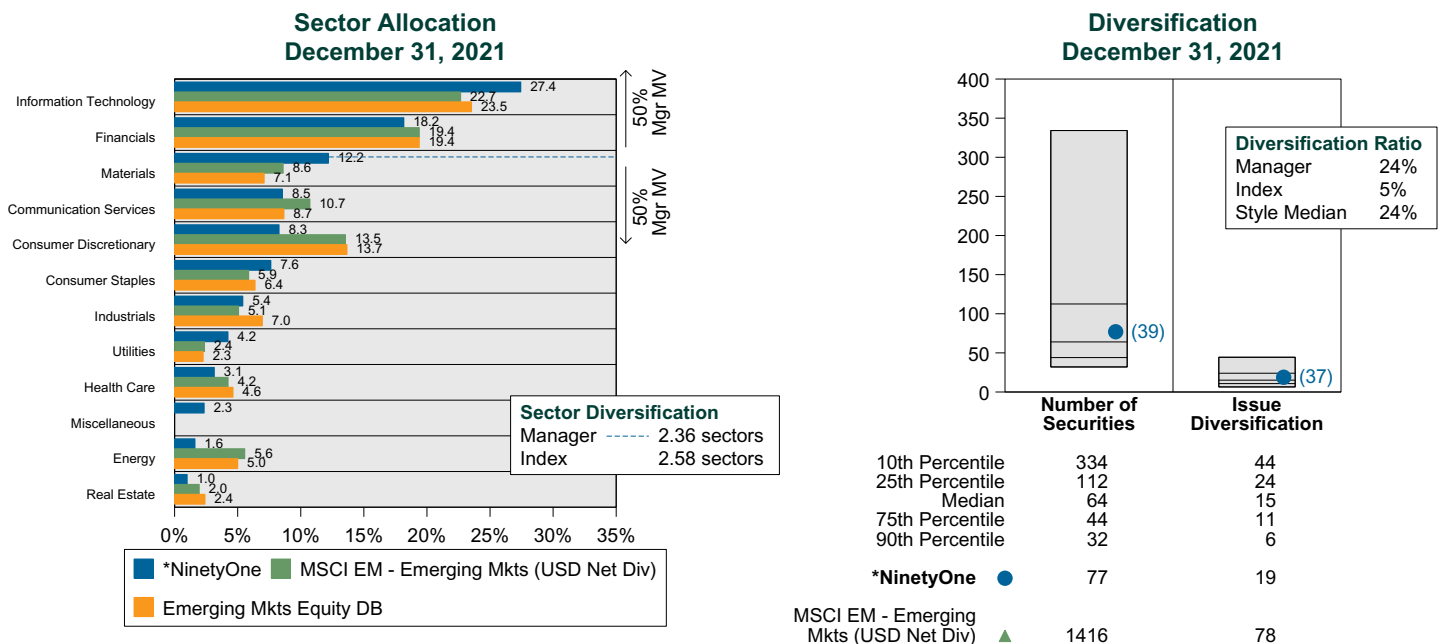
This graph compares the manager's portfolio characteristics with the range of characteristics for the portfolios which make up the manager's style group. This analysis illustrates whether the manager's current holdings are consistent with other managers employing the same style.

Portfolio Characteristics Percentile Rankings Rankings Against Emerging Markets Equity DB as of December 31, 2021



Sector Weights

The graph below contrasts the manager's sector weights with those of the benchmark and median sector weights across the members of the peer group. The magnitude of sector weight differences from the index and the manager's sector diversification are also shown. Diversification by number and concentration of holdings are also compared to the benchmark and peer group. Issue Diversification represents by count, and Diversification Ratio by percent, the number of holdings that account for half of the portfolio's market value.

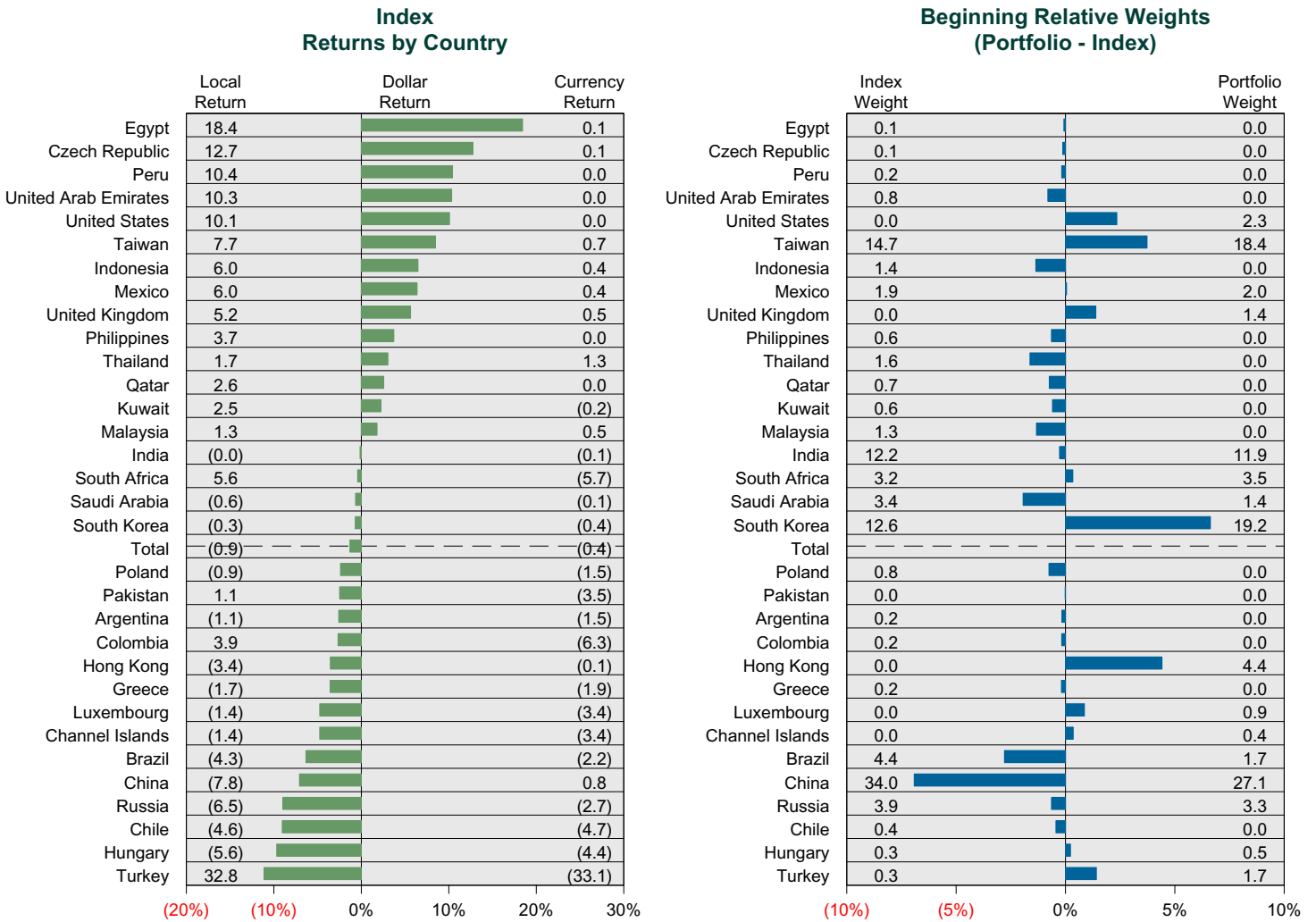


*12/31/21 portfolio characteristics generated using most recently available holdings (9/30/21) modified based on a "buy-and-hold" assumption (repriced and adjusted for corporate actions). Analysis is then done using current market and company financial data.

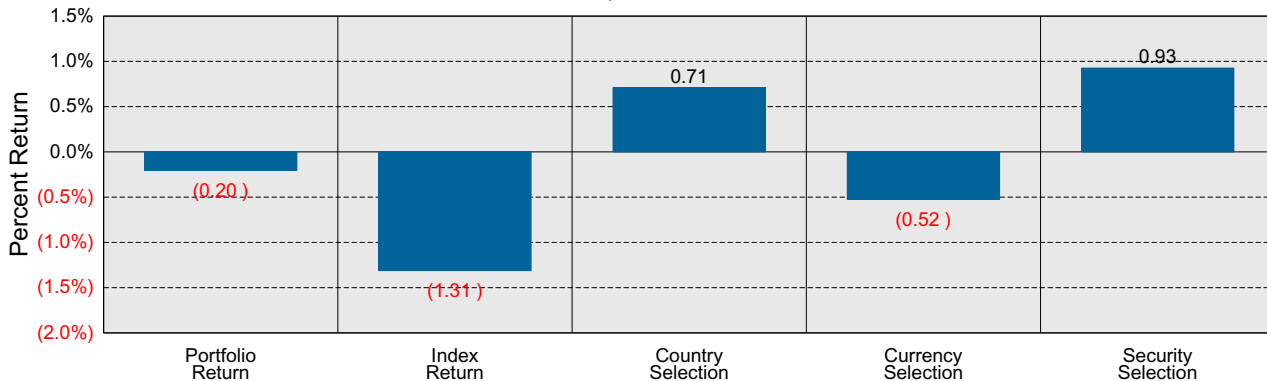
NinetyOne vs MSCI EM Attribution for Quarter Ended December 31, 2021

International Attribution

The first chart below illustrates the return for each country in the index sorted from high to low. The total return for the index is highlighted with a dotted line. The second chart (countries presented in the same order) illustrates the manager's country allocation decisions relative to the index. To the extent that the manager over-weighted a country that had a higher return than the total return for the index (above the dotted line) it contributes positively to the manager's country (or currency) selection effect. The last chart details the manager return, the index return, and the attribution factors for the quarter.



Attribution Factors for Quarter Ended December 31, 2021



Domestic Fixed Income Composite Period Ended December 31, 2021

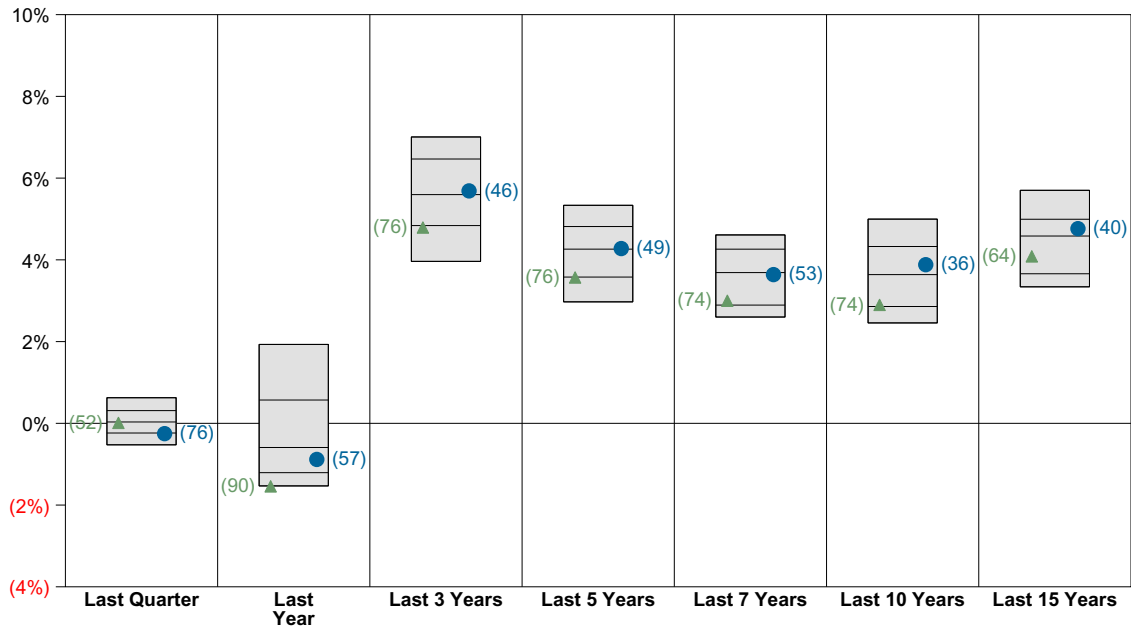
Quarterly Summary and Highlights

- Domestic Fixed Income Composite's portfolio posted a (0.25)% return for the quarter placing it in the 76 percentile of the Public Fund - Domestic Fixed group for the quarter and in the 57 percentile for the last year.
- Domestic Fixed Income Composite's portfolio underperformed the Blmbg Aggregate by 0.26% for the quarter and outperformed the Blmbg Aggregate for the year by 0.66%.

Quarterly Asset Growth

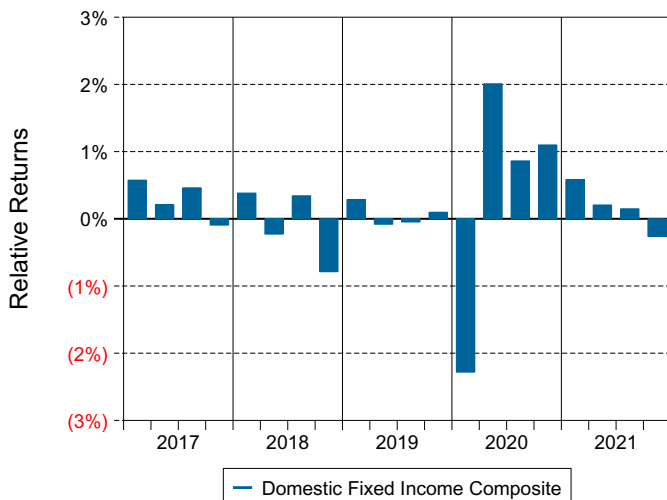
Beginning Market Value	\$147,919,916
Net New Investment	\$3,000,000
Investment Gains/(Losses)	\$-350,337
Ending Market Value	\$150,569,579

Performance vs Public Fund - Domestic Fixed (Net)

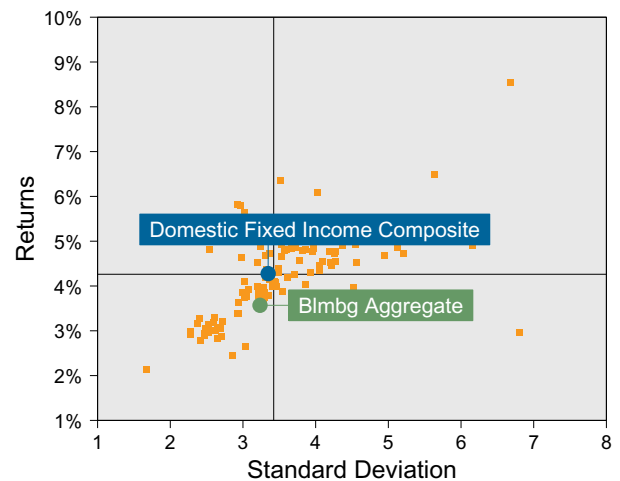


10th Percentile	0.63	1.93	7.01	5.33	4.61	5.00	5.70
25th Percentile	0.31	0.57	6.47	4.82	4.26	4.33	4.99
Median	0.03	(0.59)	5.60	4.26	3.69	3.64	4.58
75th Percentile	(0.24)	(1.21)	4.84	3.58	2.89	2.86	3.66
90th Percentile	(0.53)	(1.53)	3.96	2.97	2.60	2.46	3.34
Domestic Fixed Income Composite	● (0.25)	(0.88)	5.69	4.28	3.64	3.88	4.76
Blmbg Aggregate	▲ 0.01	(1.54)	4.79	3.57	3.00	2.90	4.09

Relative Return vs Blmbg Aggregate



Public Fund - Domestic Fixed (Net) Annualized Five Year Risk vs Return

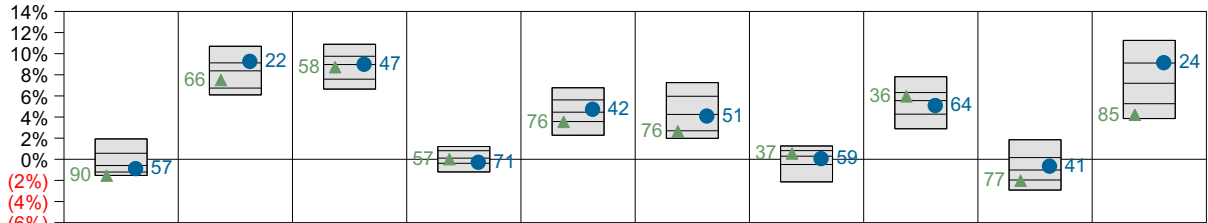


Domestic Fixed Income Composite Return Analysis Summary

Return Analysis

The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

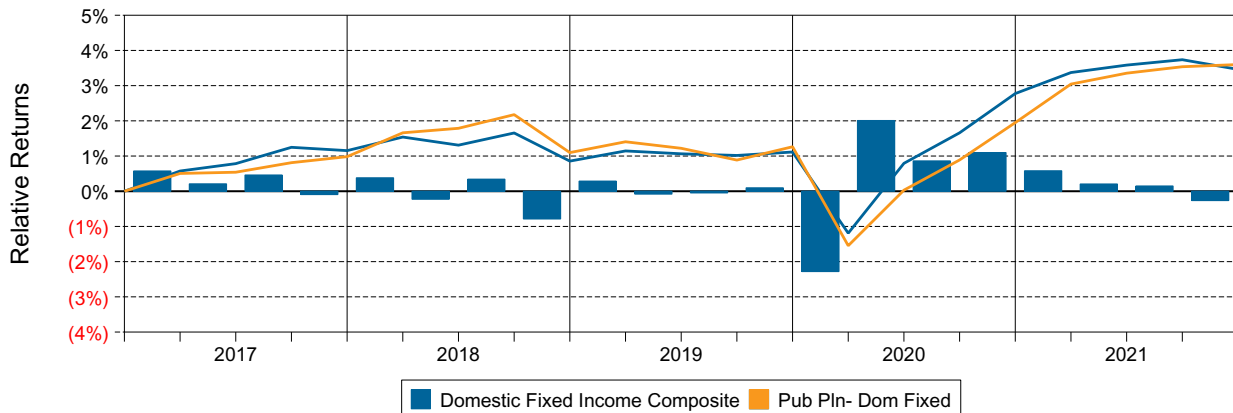
Performance vs Public Fund - Domestic Fixed (Net)



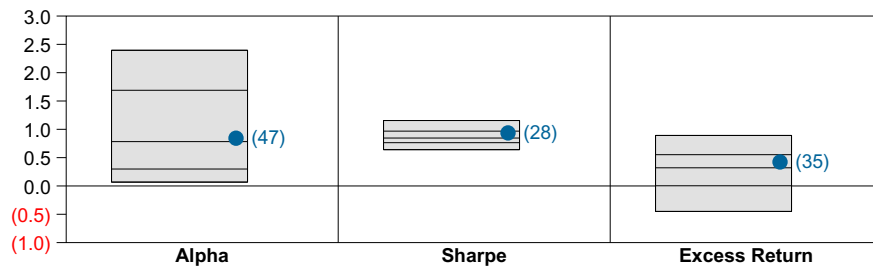
	2021	2020	2019	2018	2017	2016	2015	2014	2013	2012
10th Percentile	1.93	10.70	10.89	1.21	6.77	7.26	1.26	7.82	1.85	11.26
25th Percentile	0.57	9.13	9.75	0.81	5.62	5.97	0.82	6.32	0.16	9.11
Median	(0.59)	8.37	8.97	0.11	4.46	4.25	0.29	5.56	(1.02)	7.20
75th Percentile	(1.21)	6.74	7.59	(0.38)	3.57	2.70	(0.49)	4.27	(1.96)	5.26
90th Percentile	(1.53)	6.10	6.65	(1.20)	2.28	1.98	(2.14)	2.89	(2.92)	3.85

	2021	2020	2019	2018	2017	2016	2015	2014	2013	2012
Domestic Fixed Income Composite	● (0.88)	9.27	9.00	(0.28)	4.74	4.10	0.07	5.09	(0.65)	9.15
Blmbg Aggregate	▲ (1.54)	7.51	8.72	0.01	3.54	2.65	0.55	5.97	(2.02)	4.21

Cumulative and Quarterly Relative Return vs Blmbg Aggregate



Risk Adjusted Return Measures vs Blmbg Aggregate Rankings Against Public Fund - Domestic Fixed (Net) Five Years Ended December 31, 2021



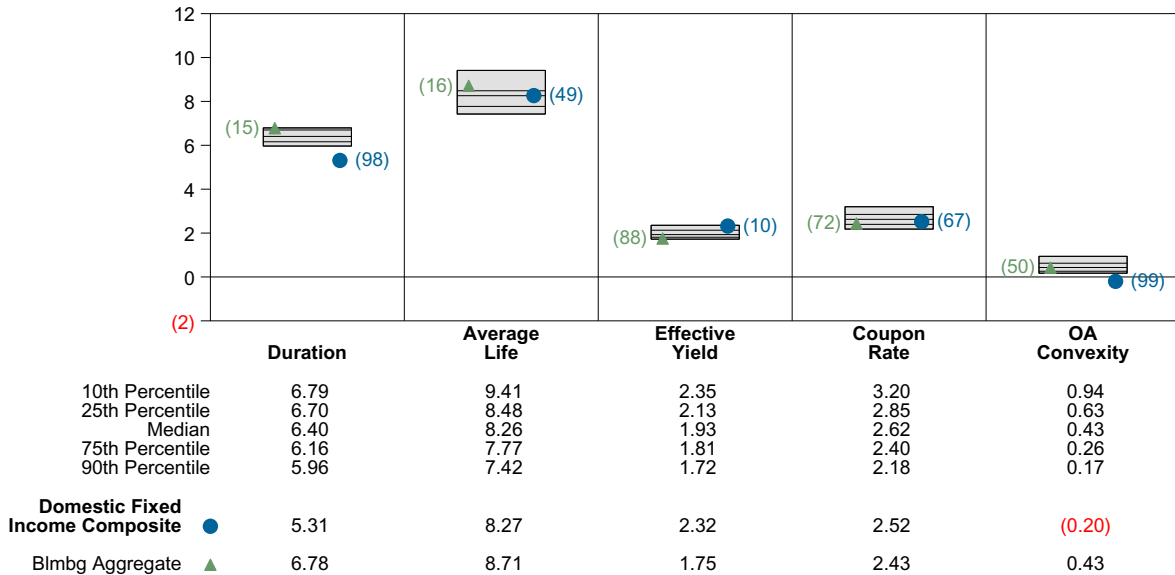
	Alpha	Sharpe Ratio	Excess Return Ratio
10th Percentile	2.40	1.16	0.89
25th Percentile	1.69	0.97	0.55
Median	0.78	0.85	0.32
75th Percentile	0.30	0.76	0.00
90th Percentile	0.07	0.64	(0.45)
Domestic Fixed Income Composite	● 0.84	0.94	0.42

Domestic Fixed Income Composite Bond Characteristics Analysis Summary

Portfolio Characteristics

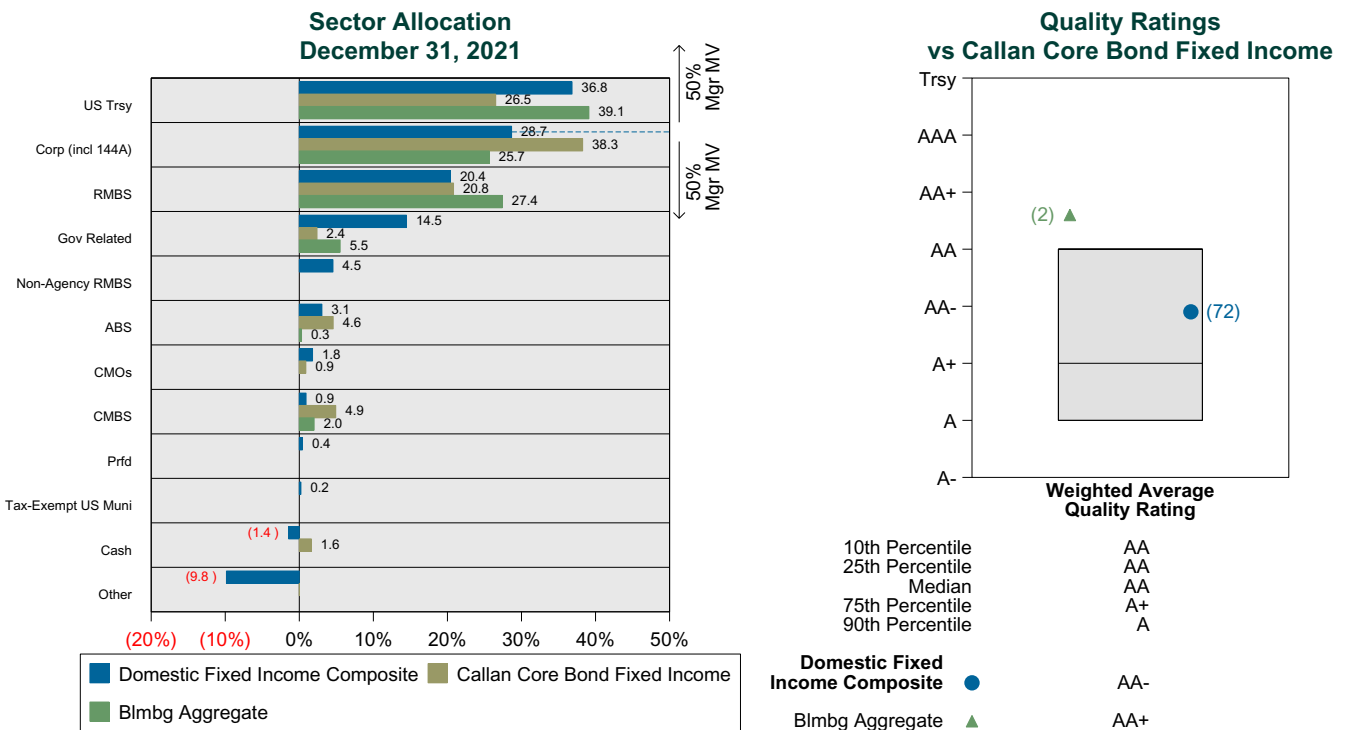
This graph compares the manager's portfolio characteristics with the range of characteristics for the portfolios which make up the manager's style group. This analysis illustrates whether the manager's current holdings are consistent with other managers employing the same style.

Fixed Income Portfolio Characteristics Rankings Against Callan Core Bond Fixed Income as of December 31, 2021



Sector Allocation and Quality Ratings

The first graph compares the manager's sector allocation with the average allocation across all the members of the manager's style. The second graph compares the manager's weighted average quality rating with the range of quality ratings for the style.



Dodge & Cox Income

Period Ended December 31, 2021

Investment Philosophy

Dodge & Cox employs a bottom-up, value-oriented approach to construct portfolios. In-depth fundamental research is a hallmark of the process. The Fund can be expected to have an underweight in US Treasuries, an overweight in corporate credit and a higher yield than the benchmark. Turnover is low and the investors should have a long-term investment horizon. A maximum of 20% may be invested in securities rated below investment grade, but historically the amount has been much less.

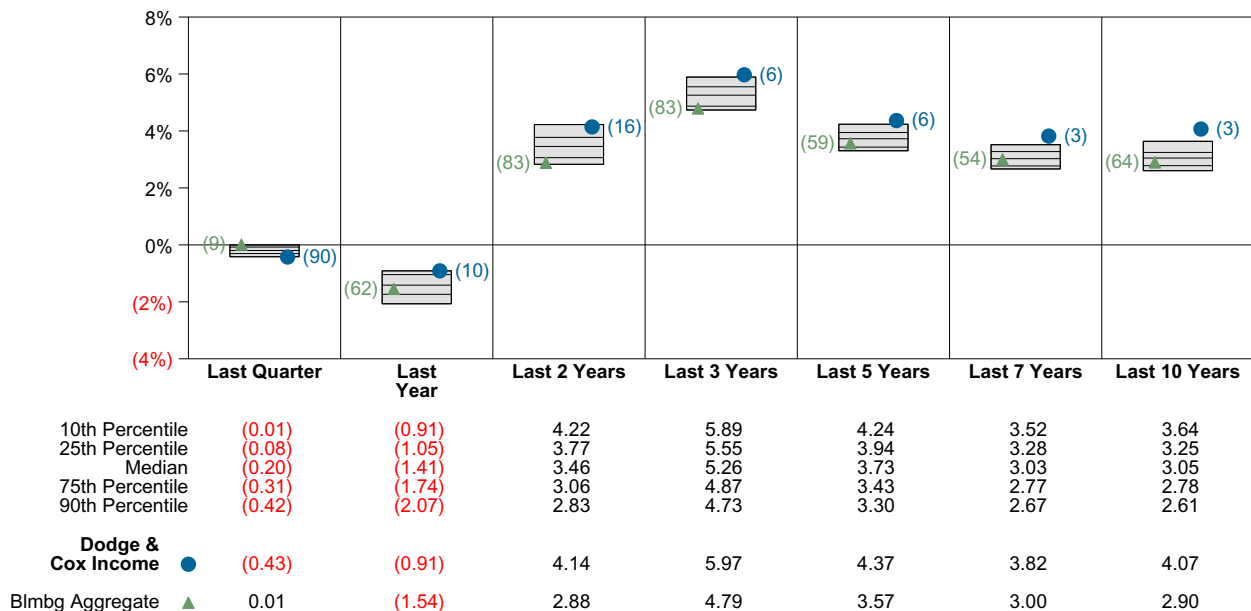
Quarterly Summary and Highlights

- Dodge & Cox Income's portfolio posted a (0.43)% return for the quarter placing it in the 90 percentile of the Callan Core Bond Mutual Funds group for the quarter and in the 10 percentile for the last year.
- Dodge & Cox Income's portfolio underperformed the Blmbg Aggregate by 0.44% for the quarter and outperformed the Blmbg Aggregate for the year by 0.63%.

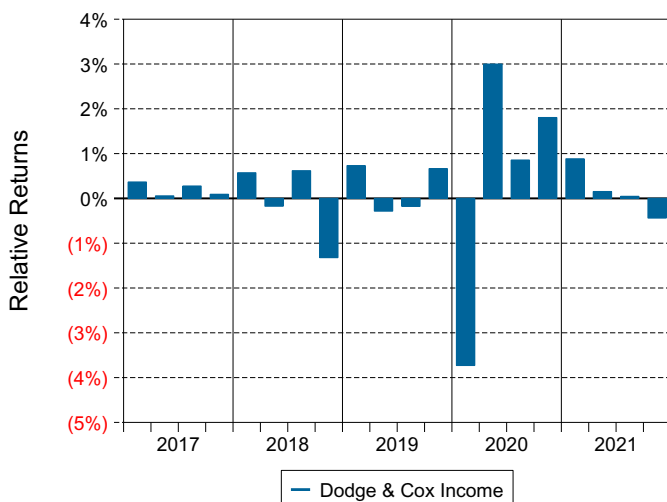
Quarterly Asset Growth

Beginning Market Value	\$73,599,072
Net New Investment	\$2,000,000
Investment Gains/(Losses)	\$-303,262
Ending Market Value	\$75,295,811

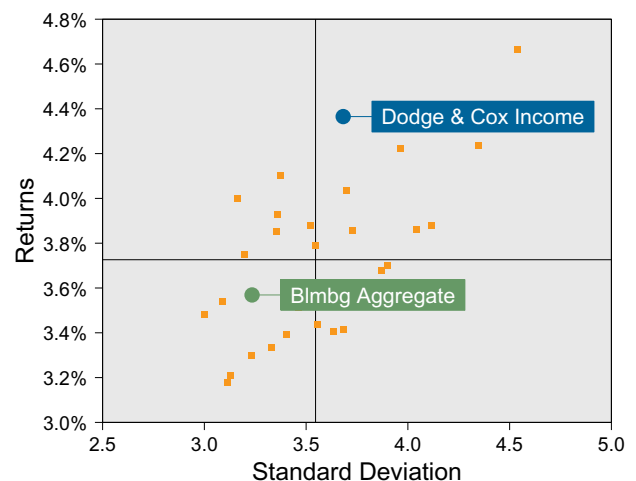
Performance vs Callan Core Bond Mutual Funds (Net)



Relative Return vs Blmbg Aggregate



Callan Core Bond Mutual Funds (Net) Annualized Five Year Risk vs Return

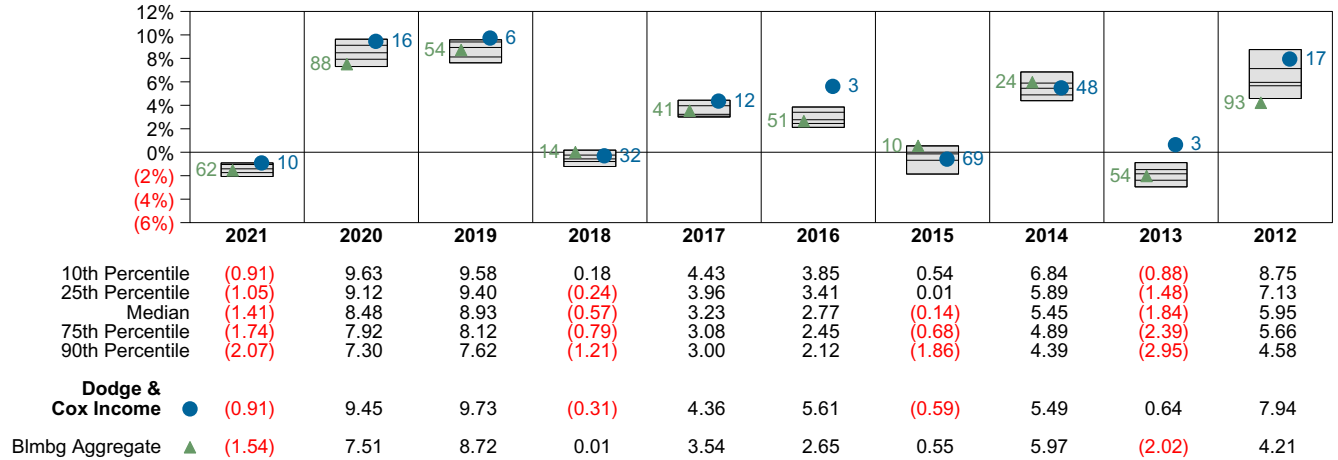


Dodge & Cox Income Return Analysis Summary

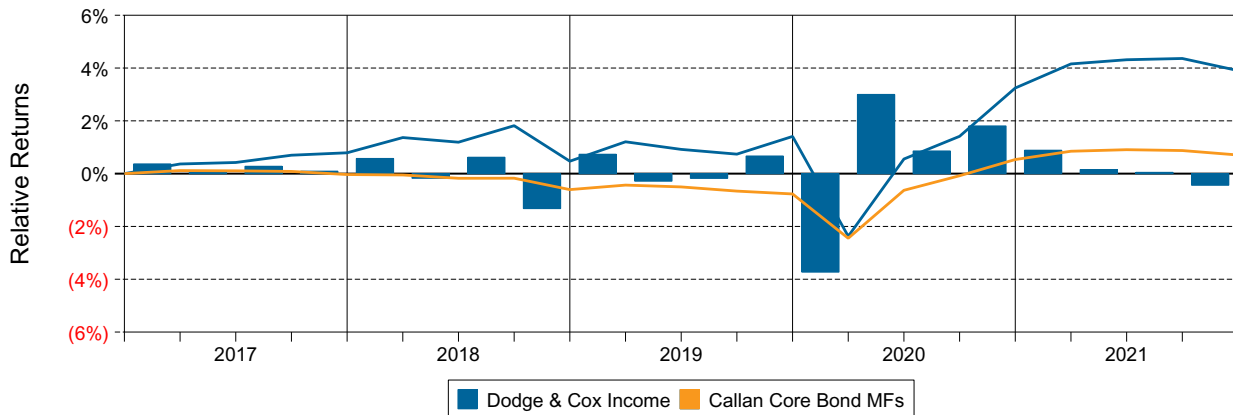
Return Analysis

The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

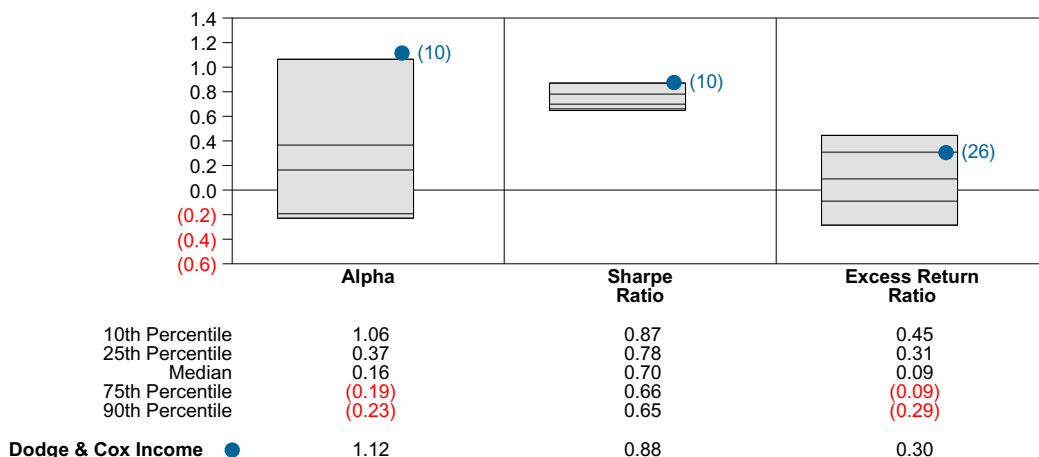
Performance vs Callan Core Bond Mutual Funds (Net)



Cumulative and Quarterly Relative Return vs Blmbg Aggregate



Risk Adjusted Return Measures vs Blmbg Aggregate Rankings Against Callan Core Bond Mutual Funds (Net) Five Years Ended December 31, 2021

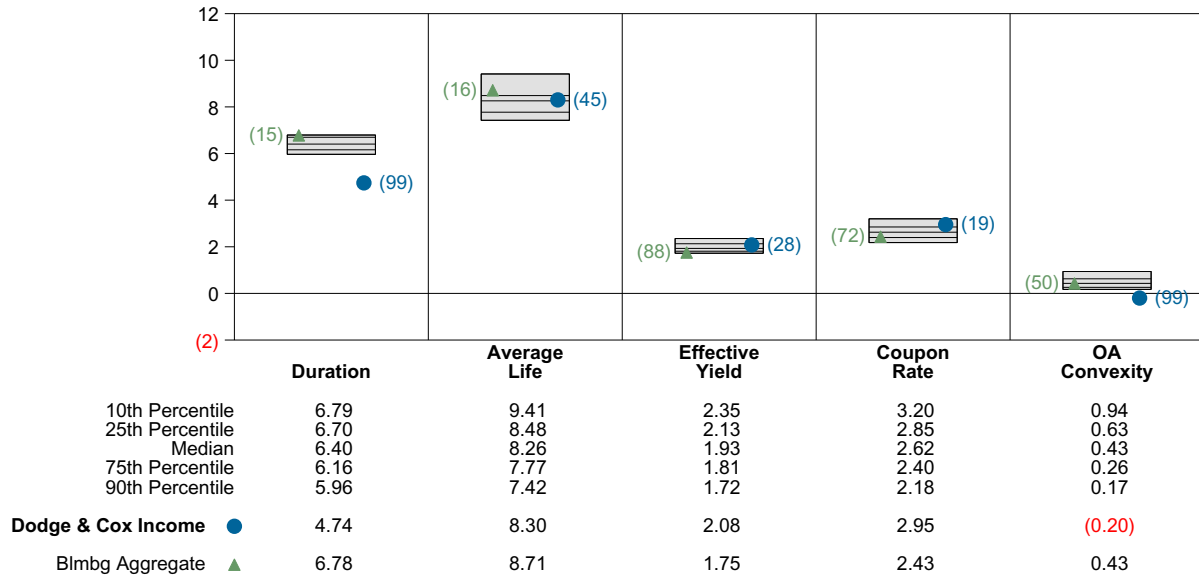


Dodge & Cox Income Bond Characteristics Analysis Summary

Portfolio Characteristics

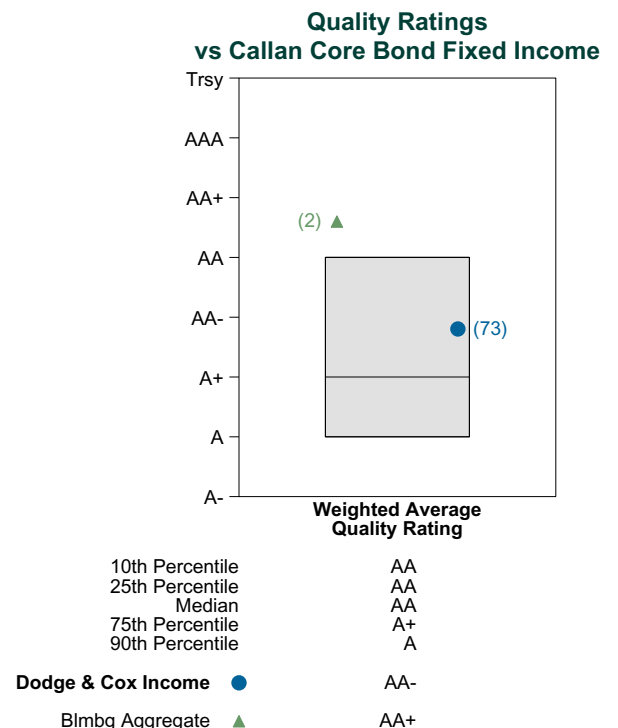
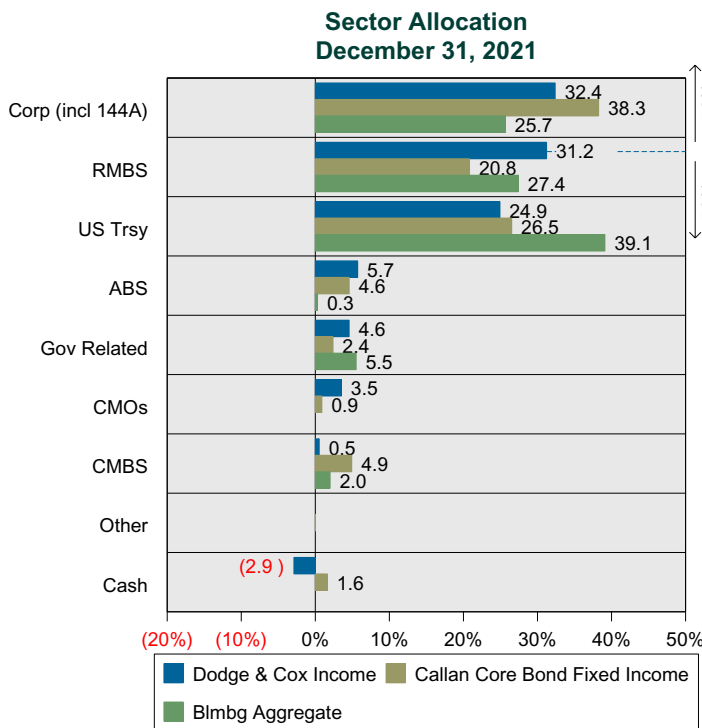
This graph compares the manager's portfolio characteristics with the range of characteristics for the portfolios which make up the manager's style group. This analysis illustrates whether the manager's current holdings are consistent with other managers employing the same style.

Fixed Income Portfolio Characteristics Rankings Against Callan Core Bond Fixed Income as of December 31, 2021



Sector Allocation and Quality Ratings

The first graph compares the manager's sector allocation with the average allocation across all the members of the manager's style. The second graph compares the manager's weighted average quality rating with the range of quality ratings for the style.



PIMCO

Period Ended December 31, 2021

Investment Philosophy

The Total Return Fund is a core plus strategy managed by a team of PIMCO's senior investment professionals. PIMCO is well known for its macroeconomic forecasts, which contribute to the top-down elements of its investment process while sector teams and traders drive the bottom-up security selection choices. Though the Total Return Fund invests primarily in investment grade fixed income securities, it can also invest up to 20% of its assets in high yield, 30% in securities denominated in foreign currencies, 15% in emerging market debt, and foreign U.S. dollar-denominated securities with no limit. Duration is generally maintained within a band of 2 years around the Bloomberg Aggregate.

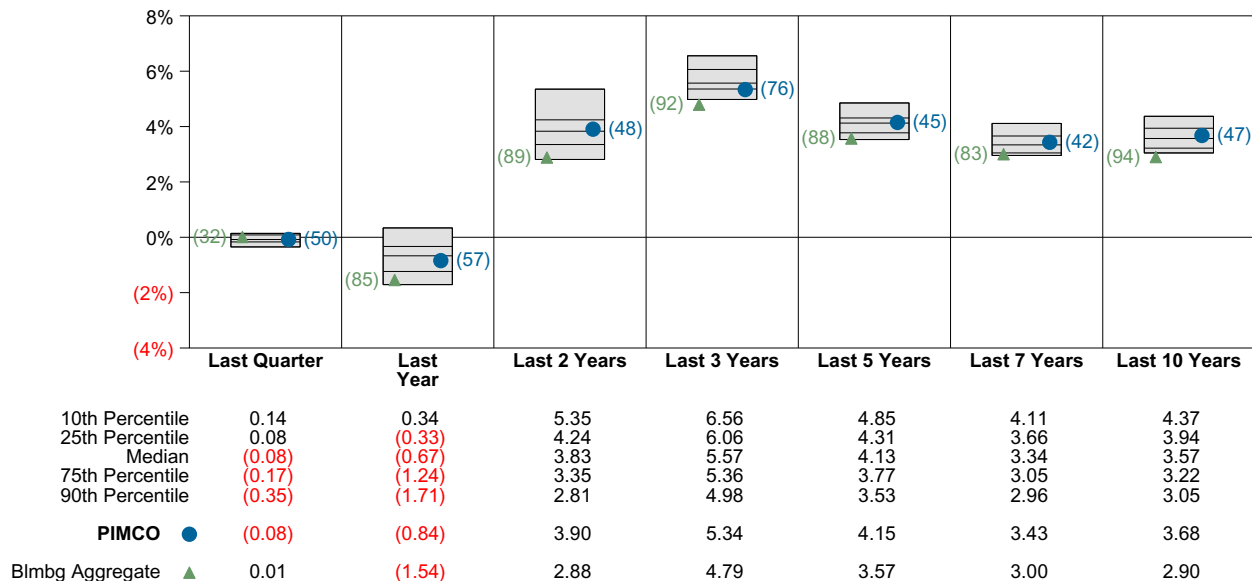
Quarterly Summary and Highlights

- PIMCO's portfolio posted a (0.08)% return for the quarter placing it in the 50 percentile of the Callan Core Plus Mutual Funds group for the quarter and in the 57 percentile for the last year.
- PIMCO's portfolio underperformed the Blmbg Aggregate by 0.09% for the quarter and outperformed the Blmbg Aggregate for the year by 0.70%.

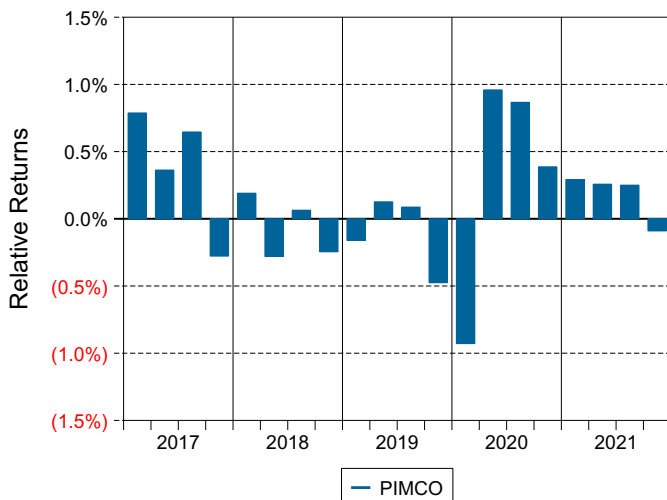
Quarterly Asset Growth

Beginning Market Value	\$74,320,843
Net New Investment	\$1,000,000
Investment Gains/(Losses)	\$-47,075
Ending Market Value	\$75,273,769

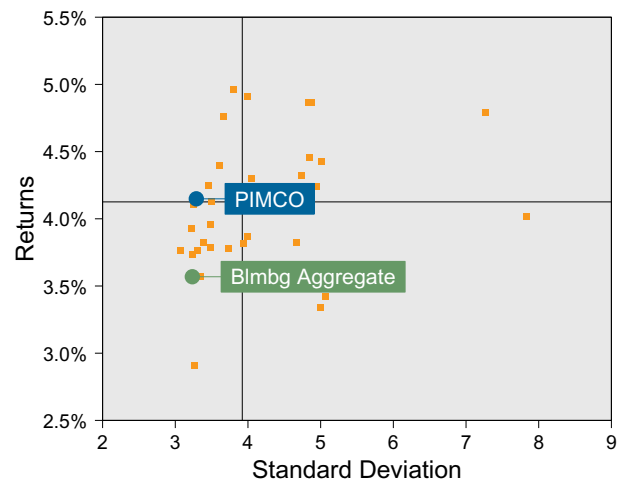
Performance vs Callan Core Plus Mutual Funds (Net)



Relative Return vs Blmbg Aggregate



Callan Core Plus Mutual Funds (Net) Annualized Five Year Risk vs Return

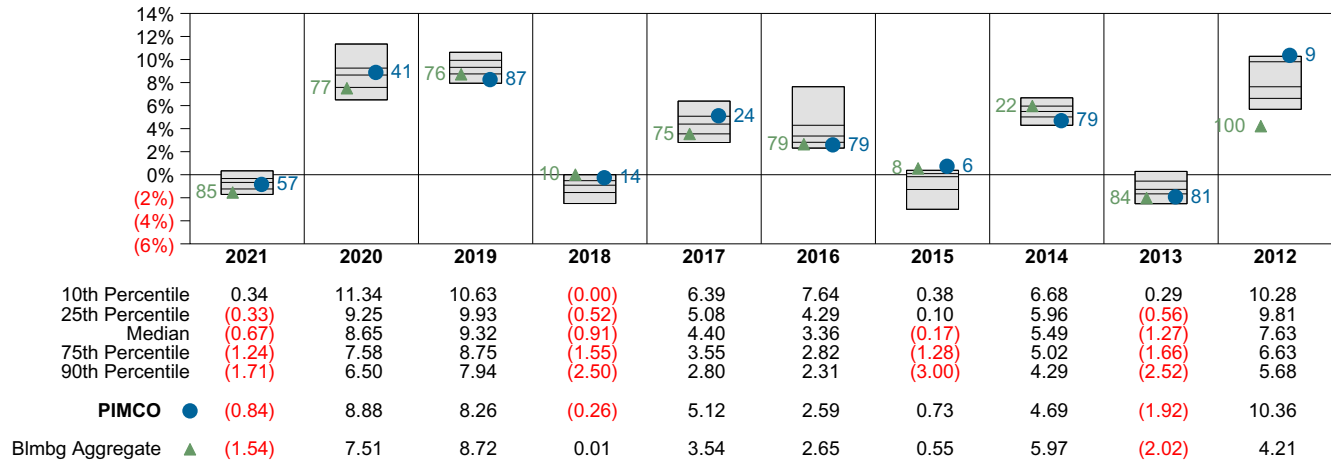


PIMCO Return Analysis Summary

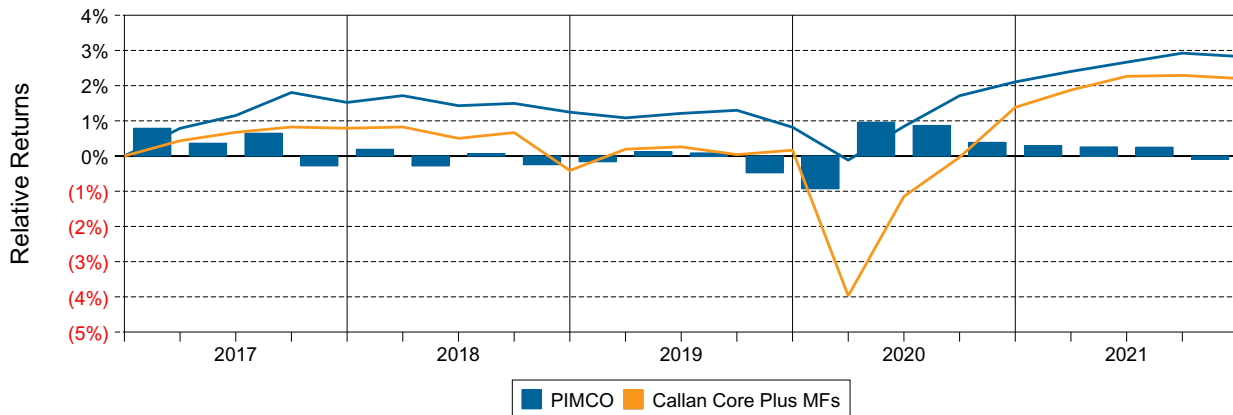
Return Analysis

The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

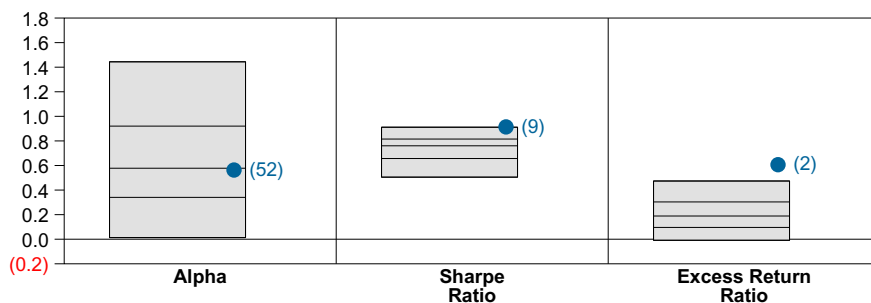
Performance vs Callan Core Plus Mutual Funds (Net)



Cumulative and Quarterly Relative Return vs Blmbg Aggregate



Risk Adjusted Return Measures vs Blmbg Aggregate Rankings Against Callan Core Plus Mutual Funds (Net) Five Years Ended December 31, 2021



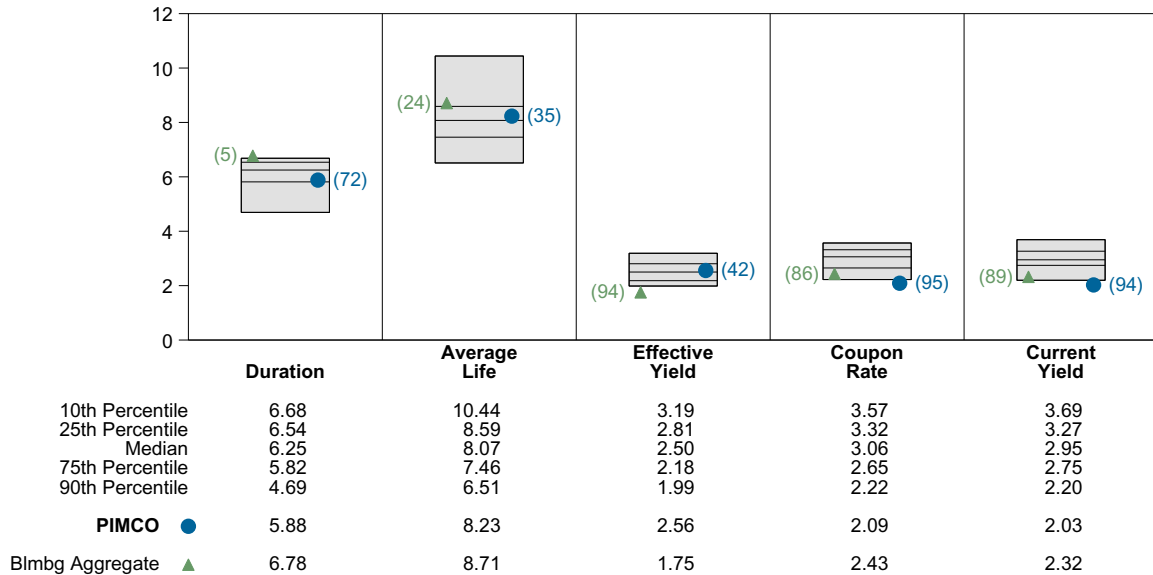
	Alpha	Sharpe Ratio	Excess Return Ratio
10th Percentile	1.44	0.91	0.47
25th Percentile	0.92	0.82	0.30
Median	0.58	0.76	0.19
75th Percentile	0.34	0.66	0.10
90th Percentile	0.01	0.51	(0.01)
PIMCO	● 0.56	0.91	0.61

PIMCO Bond Characteristics Analysis Summary

Portfolio Characteristics

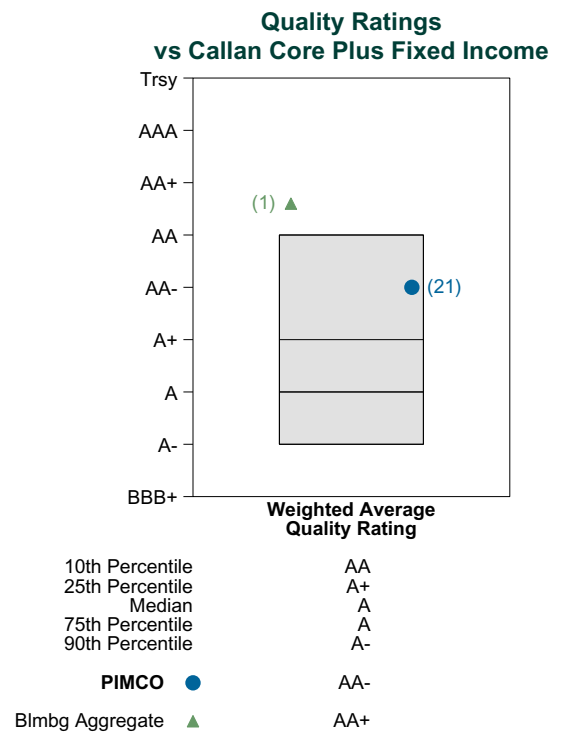
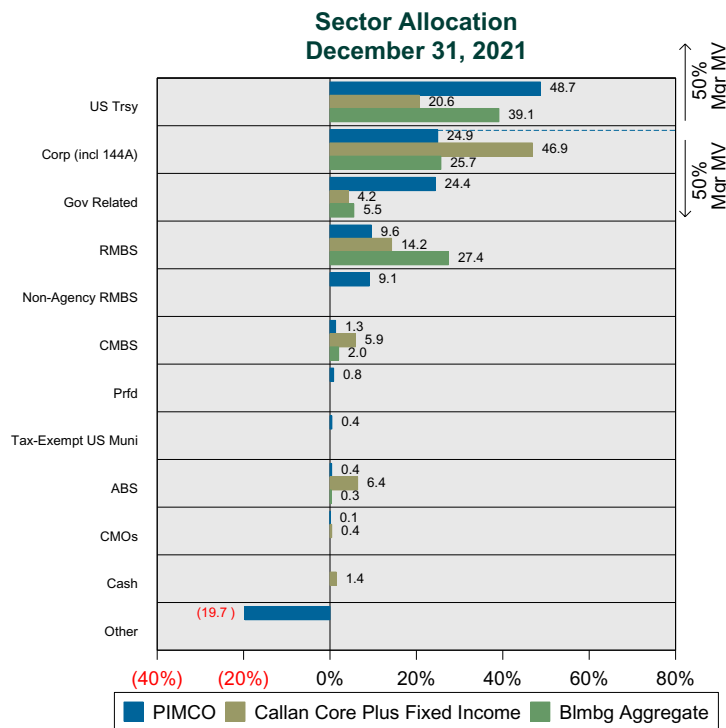
This graph compares the manager's portfolio characteristics with the range of characteristics for the portfolios which make up the manager's style group. This analysis illustrates whether the manager's current holdings are consistent with other managers employing the same style.

Fixed Income Portfolio Characteristics Rankings Against Callan Core Plus Fixed Income as of December 31, 2021



Sector Allocation and Quality Ratings

The first graph compares the manager's sector allocation with the average allocation across all the members of the manager's style. The second graph compares the manager's weighted average quality rating with the range of quality ratings for the style.



JP Morgan Infrastructure Period Ended December 31, 2021

Investment Philosophy

The JPMorgan Infrastructure Investments Fund ("IIF") looks to add value through its ability to build upon existing investments and de-risk future investments without the constraint of multiple fund vintage conflicts. In addition, as an open-end fund, IIF focuses on driving sustained operational improvements and efficiencies as well as long-term value. Short-term improvements and exit timing largely dependent upon market conditions, are not priorities.

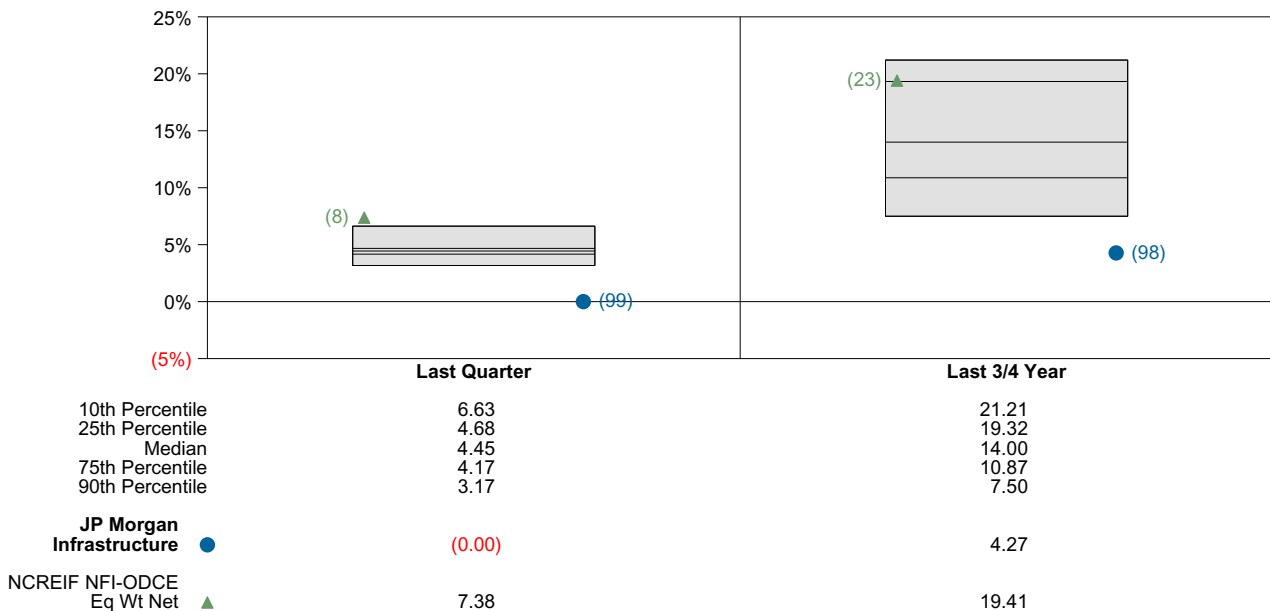
Quarterly Summary and Highlights

- JP Morgan Infrastructure's portfolio posted a (0.00)% return for the quarter placing it in the 99 percentile of the Callan Open End Core Cmmingled Real Est group for the quarter and in the 98 percentile for the last three-quarter year.
- JP Morgan Infrastructure's portfolio underperformed the NCREIF NFI-ODCE Eq Wt Net by 7.38% for the quarter and underperformed the NCREIF NFI-ODCE Eq Wt Net for the three-quarter year by 15.13%.

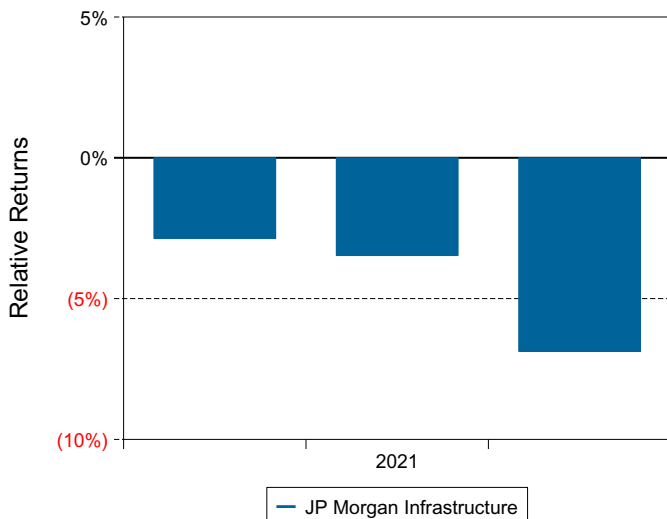
Quarterly Asset Growth

Beginning Market Value	\$16,914,474
Net New Investment	\$0
Investment Gains/(Losses)	\$-1
Ending Market Value	\$16,914,472

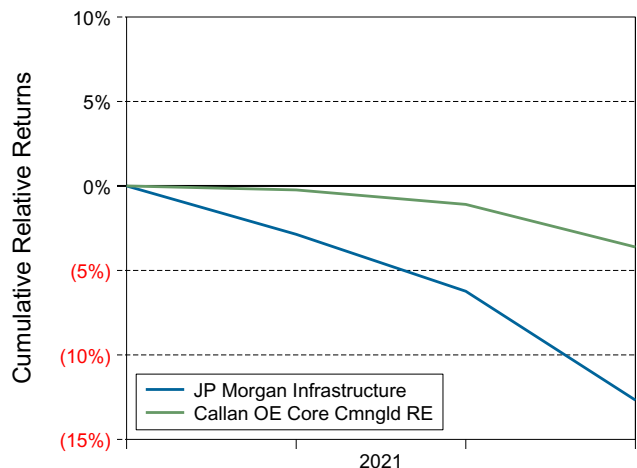
Performance vs Callan Open End Core Cmmingled Real Est (Net)



Relative Returns vs NCREIF NFI-ODCE Eq Wt Net



Cumulative Returns vs NCREIF NFI-ODCE Eq Wt Net



Real Estate Composite Period Ended December 31, 2021

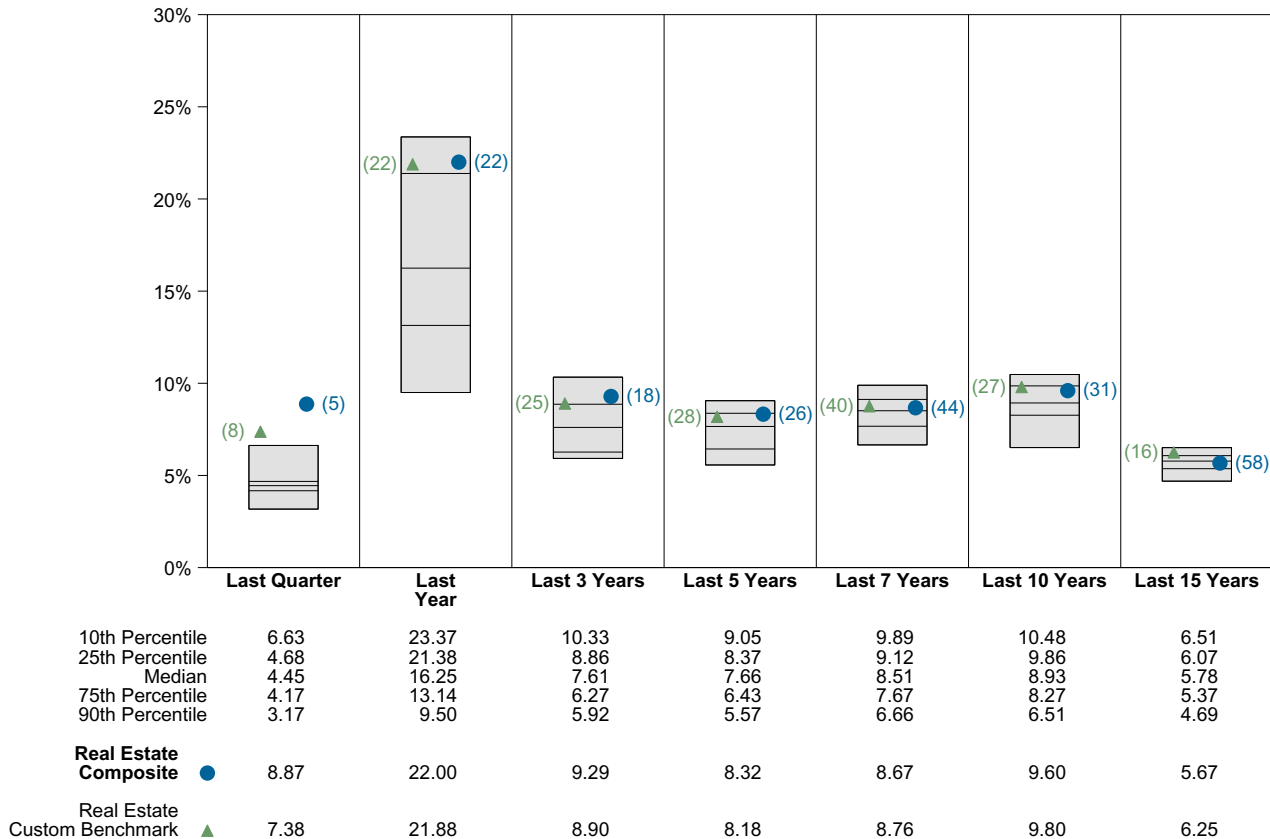
Quarterly Summary and Highlights

- Real Estate Composite's portfolio posted a 8.87% return for the quarter placing it in the 5 percentile of the Callan Open End Core Cmmingled Real Est group for the quarter and in the 22 percentile for the last year.
- Real Estate Composite's portfolio outperformed the Real Estate Custom Benchmark by 1.49% for the quarter and outperformed the Real Estate Custom Benchmark for the year by 0.12%.

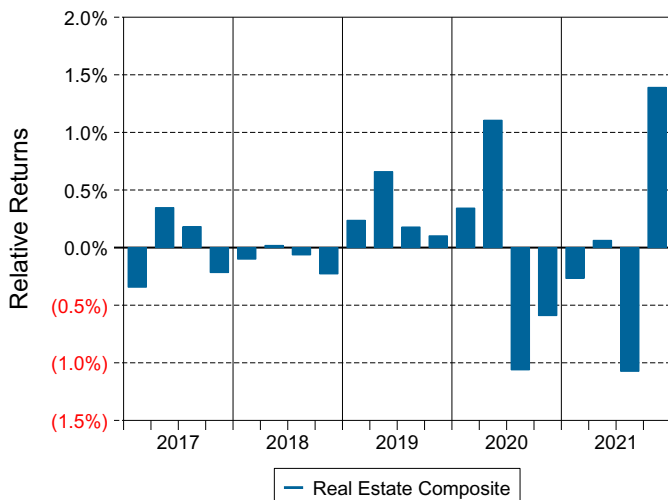
Quarterly Asset Growth

Beginning Market Value	\$69,419,436
Net New Investment	\$0
Investment Gains/(Losses)	\$6,157,806
Ending Market Value	\$75,577,242

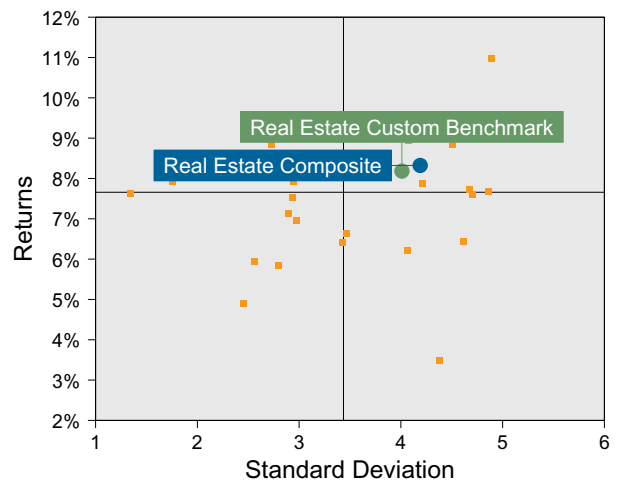
Performance vs Callan Open End Core Cmmingled Real Est (Net)



Relative Returns vs Real Estate Custom Benchmark



Callan Open End Core Cmmingled Real Est (Net) Annualized Five Year Risk vs Return



RREEF Private

Period Ended December 31, 2021

Investment Philosophy

RREEF America II acquires 100 percent equity interests in small- to medium-sized (\$10 million to \$70 million) apartment, industrial, retail and office properties in targeted metropolitan areas within the continental United States. The fund capitalizes on RREEF's national research capabilities and market presence to identify superior investment opportunities in major metropolitan areas across the United States.

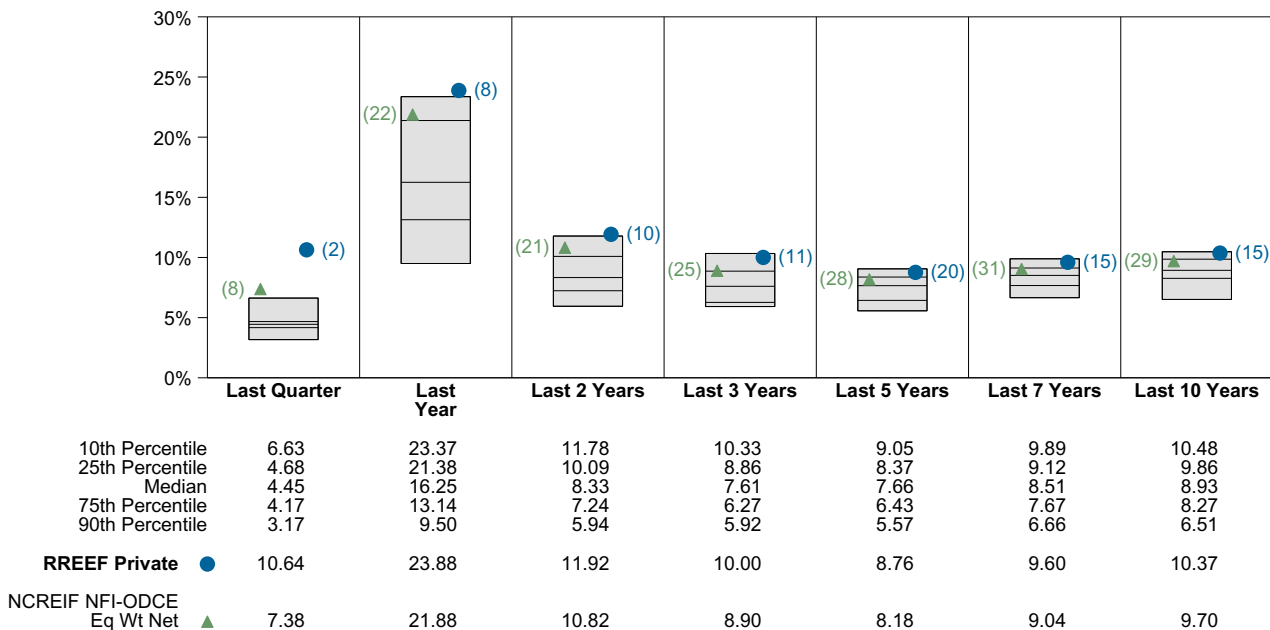
Quarterly Summary and Highlights

- RREEF Private's portfolio posted a 10.64% return for the quarter placing it in the 2 percentile of the Callan Open End Core Cmmingled Real Est group for the quarter and in the 8 percentile for the last year.
- RREEF Private's portfolio outperformed the NCREIF NFI-ODCE Eq Wt Net by 3.26% for the quarter and outperformed the NCREIF NFI-ODCE Eq Wt Net for the year by 2.00%.

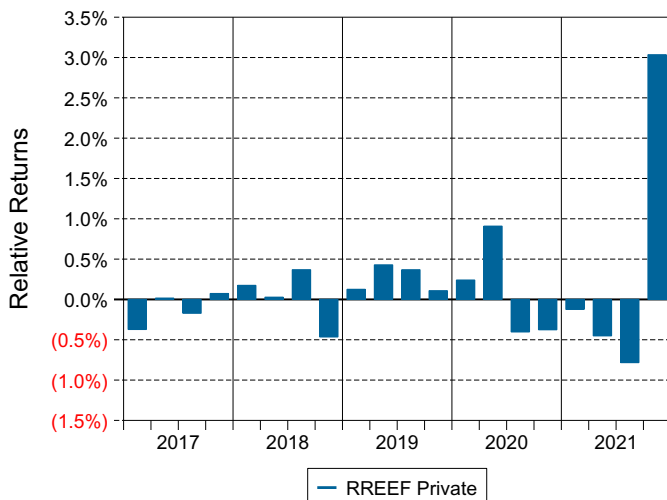
Quarterly Asset Growth

Beginning Market Value	\$35,899,955
Net New Investment	\$0
Investment Gains/(Losses)	\$3,818,309
Ending Market Value	\$39,718,263

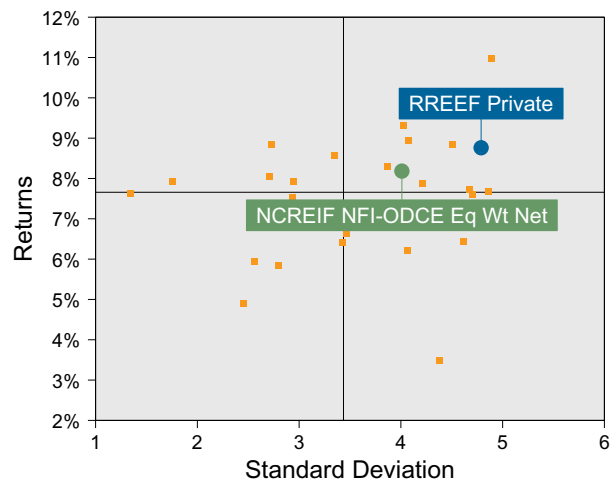
Performance vs Callan Open End Core Cmmingled Real Est (Net)



Relative Returns vs NCREIF NFI-ODCE Eq Wt Net



Callan Open End Core Cmmingled Real Est (Net) Annualized Five Year Risk vs Return



Barings Core Property Fund

Period Ended December 31, 2021

Investment Philosophy

Barings believes that the investment strategy for the Core Property Fund is unique with the goal of achieving returns in excess of the benchmark index, the NFI-ODCE Index, with a level of risk associated with a core fund. The construct of the Fund relies heavily on input from Barings Research, which provided the fundamentals for the investment strategy. Strategic targets and fund exposure which differentiate the Fund from its competitors with respect to both its geographic and property type weightings, and we believe will result in performance in excess of industry benchmarks over the long-term.

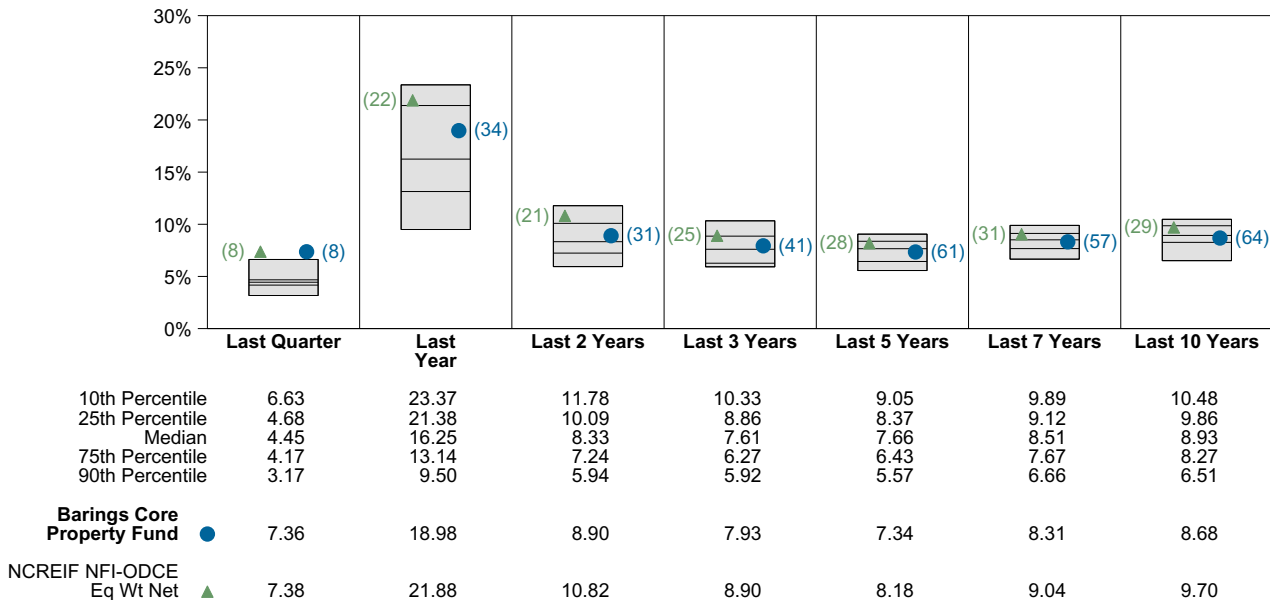
Quarterly Summary and Highlights

- Barings Core Property Fund's portfolio posted a 7.36% return for the quarter placing it in the 8 percentile of the Callan Open End Core Cmmingled Real Est group for the quarter and in the 34 percentile for the last year.
- Barings Core Property Fund's portfolio underperformed the NCREIF NFI-ODCE Eq Wt Net by 0.01% for the quarter and underperformed the NCREIF NFI-ODCE Eq Wt Net for the year by 2.91%.

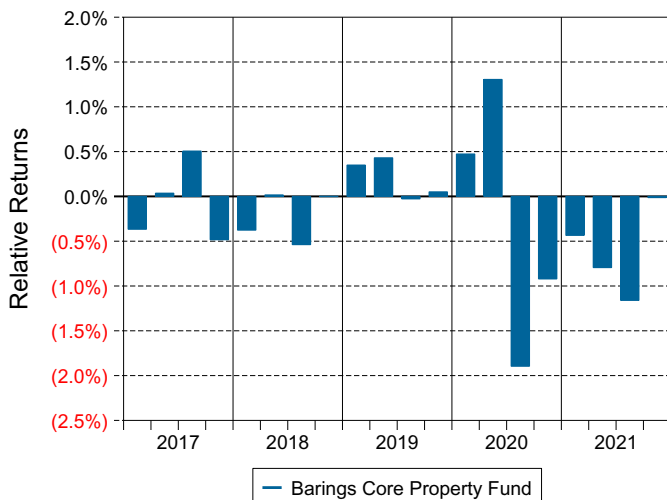
Quarterly Asset Growth

Beginning Market Value	\$31,769,481
Net New Investment	\$0
Investment Gains/(Losses)	\$2,339,498
Ending Market Value	\$34,108,979

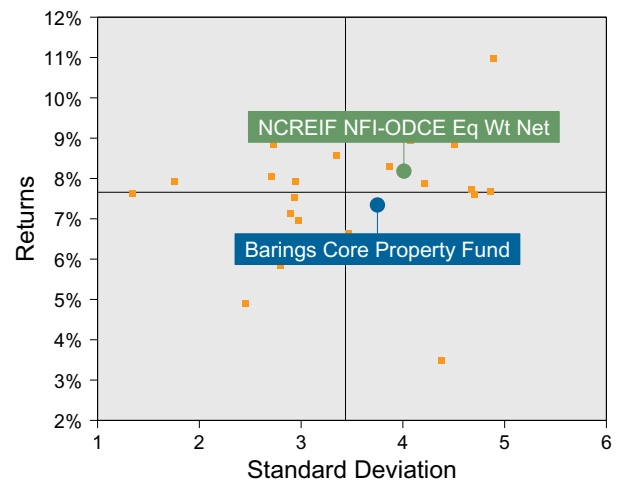
Performance vs Callan Open End Core Cmmingled Real Est (Net)



Relative Returns vs NCREIF NFI-ODCE Eq Wt Net



Callan Open End Core Cmmingled Real Est (Net) Annualized Five Year Risk vs Return



U.S. EQUITY

Returns grind higher despite mounting concerns

- S&P 500 posted a strong 11.0% gain in 4Q21; large cap growth (Russell 1000 Growth) was the top performer, which contrasted with the worst-performing asset class, small cap growth (Russell 2000 Growth).
- The new Omicron variant, continued supply chain disruptions, and renewed fears of persistent inflation pushed investors into the perceived safety of the largest stocks.
- S&P 500 sector results were mixed, with Real Estate (+17.5%) posting the top returns alongside Technology (+16.7%) and Materials (+15.2%); Communication Services (0.0%) and Financials (+4.6%) lagged broad returns.
- In 2021, small value outperformed small growth by over 2,500 bps (Russell 2000 Value: 28.3% vs. Russell 2000 Growth: 2.8%), a stark reversal from 2020 and a pattern consistent with periods of robust GDP growth.

Index concentration driving positive returns...

- The 10 largest stocks in the S&P 500 comprised 30.5% of the index but accounted for 65% of the 2021 return.
- During 4Q21, top 10 weights accounted for ~40% of return.

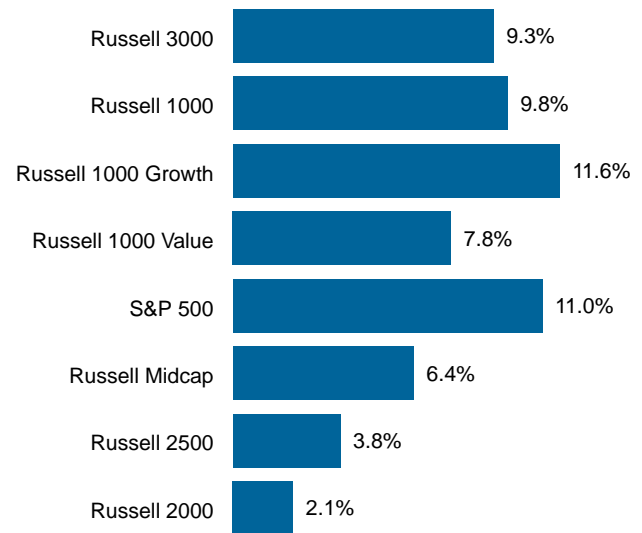
...but this may be hiding underlying weakness

- Nearly 10% of Russell 3000 stocks fell by 35% or more in 2021, which is unusual for a year when market returns were in excess of 25%.

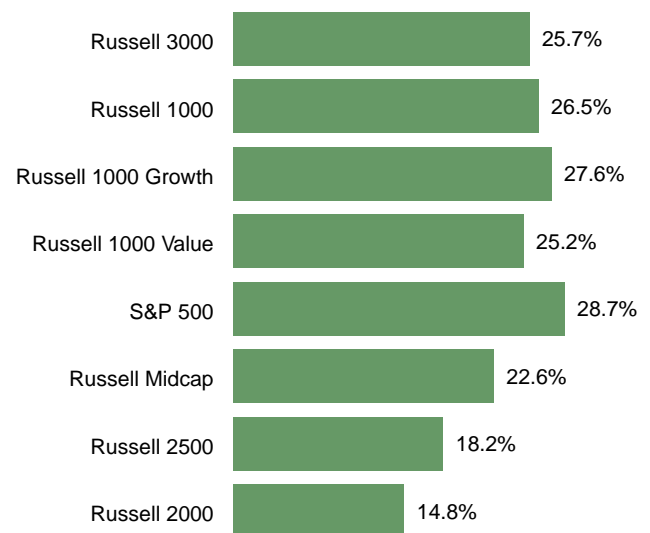
Market capitalization, style driving divergence in returns

- Mega-cap growth (Russell Top 200 Growth) was the strongest performer in both 4Q21 and 2021.
- Growth style returns highly correlated with market capitalization in both 4Q21 and 2021 (higher market capitalization = high return).
- Within micro-, small-, and smid-cap growth, Health Care (especially biotech/pharma) was biggest detractor to returns.
- Value returns correlated with market capitalization in 4Q21; for 2021, value returns did not experience much divergence.

U.S. Equity: Quarterly Returns

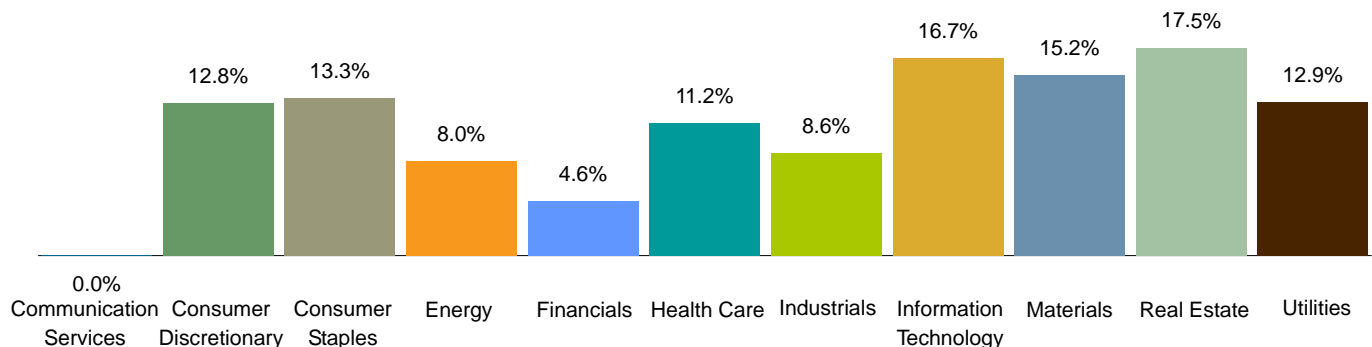


U.S. Equity: One-Year Returns



Sources: FTSE Russell, S&P Dow Jones Indices

S&P Sector Returns, Quarter Ended 12/31/21



Source: S&P Dow Jones Indices

GLOBAL EQUITY

Omicron takes center stage

- A recovery-driven market shifted back to COVID favorites, boosting Information Technology stocks.
- Small cap underperformed large amid global growth concerns.
- Emerging markets struggled relative to developed markets as China experienced significant pressure from an economic slowdown and its regulatory crackdown.

Stalled recovery

- As the new variant took hold, Energy and Communication Services lagged on fear of restrained growth.
- Japan suffered from both supply chain issues and economic constraints from COVID-19.
- Growth and momentum factors outperformed in developed markets but not in emerging markets.

U.S. dollar vs. other currencies

- The U.S. dollar rose against other major currencies as tapering accelerated alongside the expectation for 2022 rate hikes, which notably detracted from global ex-U.S. results.

Growth vs. value

- Inflationary pressures and the ultimate rebound from COVID-19 supported value's leadership for the full year, despite the shift to growth in 4Q21.

Regulation has spooked Chinese market

- Although regulation is not new in China, the duration, scope, and intensity of the current regime are unprecedented.
- Regulations have been centered on antitrust, financial markets, data/national security, and social welfare to enhance sustainability of its economy.
- Regulatory uncertainty should subside as China focuses on implementation.

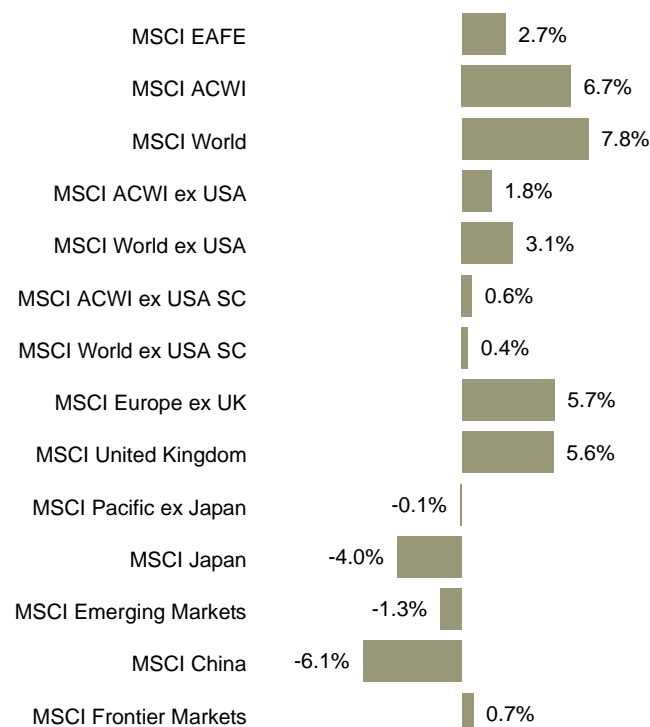
Inflation is expected to normalize in a few years

- Forecasted year-over-year core CPI is expected to reach its peak between 1Q22 and 2Q22.
- Inflationary environment by and large has shifted central banks to contractionary policy.

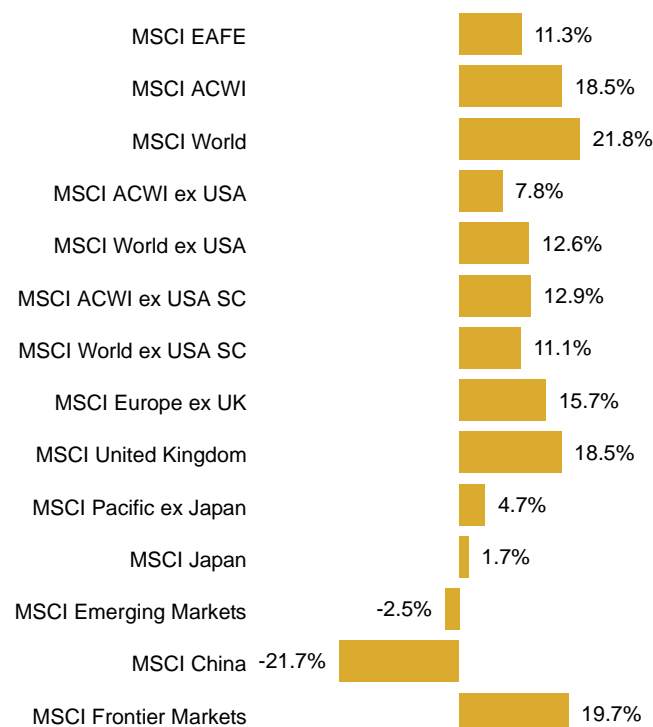
Rise in inflation expectations tends to stoke value

- Correlation between cyclical sectors and inflation/interest rate expectations generally has been positive.
- Growth relative to value is more vulnerable as interest rates normalize.
- Global recovery from COVID and deficit in Energy should support value.

Global Equity: Quarterly Returns



Global Equity: One-Year Returns



Source: MSCI

U.S. FIXED INCOME

Treasury yields again unchanged

- 10-year at 1.52% at 9/30 and 12/31, up slightly from 1.45% on 6/30.
- TIPS outperformed nominal Treasuries and 10-year breakeven spreads widened to 2.56%.
- Real yields remain solidly in negative territory.

Bloomberg Aggregate was flat, literally

- Spread sectors (Agencies, ABS, CMBS, MBS, and Credit) all underperformed UST by a modest amount (but positive YTD).
- Yield curve flattened; curve positioning had a meaningful impact on returns in 4Q.

High yield and leveraged performed relatively well

- Spreads remain near historic tights.
- High yield issuers' default rate declined to a record low in December (J.P. Morgan).
- New issuance hit a record for the second year in a row as issuers looked to finance at relatively low rates.

Munis outperformed Treasuries

- Lower-quality bonds continued their trend of outperformance as investors sought yield.

Inflation is being felt, indicated by several measures

- Annual CPI jumped to 7.0% in December—its eighth consecutive reading above 5% and the largest 12-month increase since the period ending June 1982.
- Increases for shelter and for used cars/trucks were the largest contributors to the seasonally adjusted all-items increase.
- Even service inflation, which had declined initially, has since recovered and is on an upward trend.

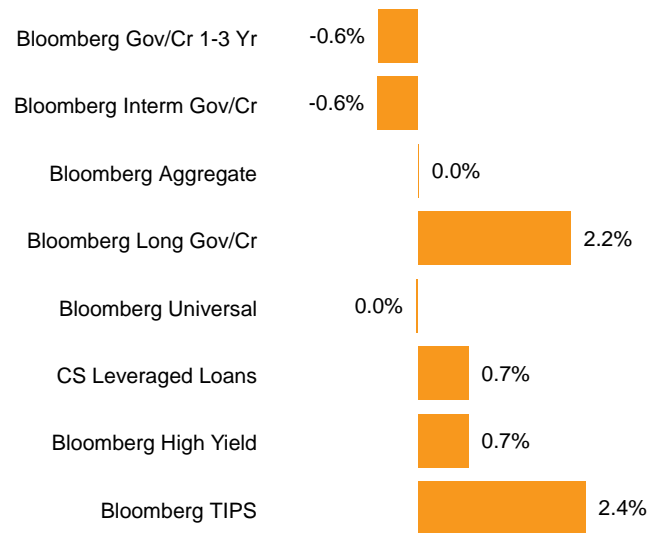
Fed has turned more hawkish than expected

- Fed announced a doubling of the pace of tapering and an upward revision to the anticipated path of rate hikes.
- FOMC participants now expect three rate hikes in 2022 to bring the targeted range to 0.75%-1.0% by year-end.

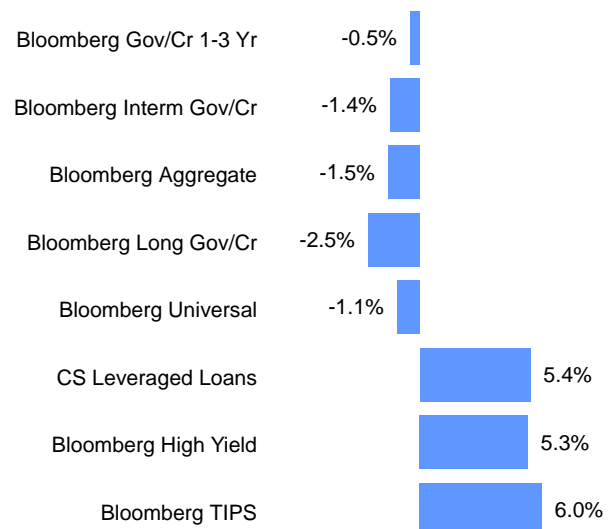
Spreads have returned to tights

- Fundamentals remain strong and default expectations low.
- Revenue, profits, and free cash flow at or near cycle highs.
- Gross and net leverage trending lower while interest coverage trends higher.

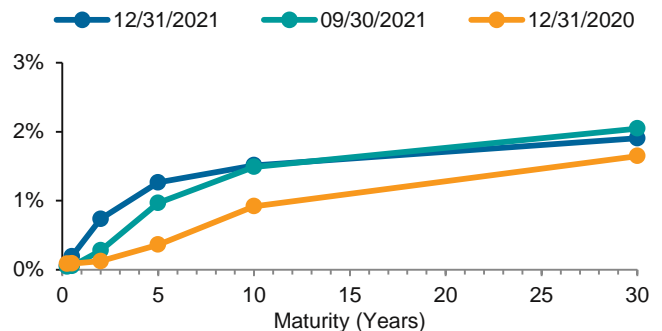
U.S. Fixed Income: Quarterly Returns



U.S. Fixed Income: One-Year Returns



U.S. Treasury Yield Curves



Sources: Bloomberg, Credit Suisse

GLOBAL FIXED INCOME

Global fixed income flat on a hedged basis

- Returns were muted and U.S. dollar strength eroded returns for unhedged U.S. investors in both 4Q and 2021.
- Yen was a notable underperformer in developed markets, falling 10% for the year.

Emerging market debt posted negative returns

- Emerging market debt indices underperformed most other fixed income sectors in 2021.
- Currencies fared the worst vs. the U.S. dollar; the Turkish lira sank 44% on spiking inflation.

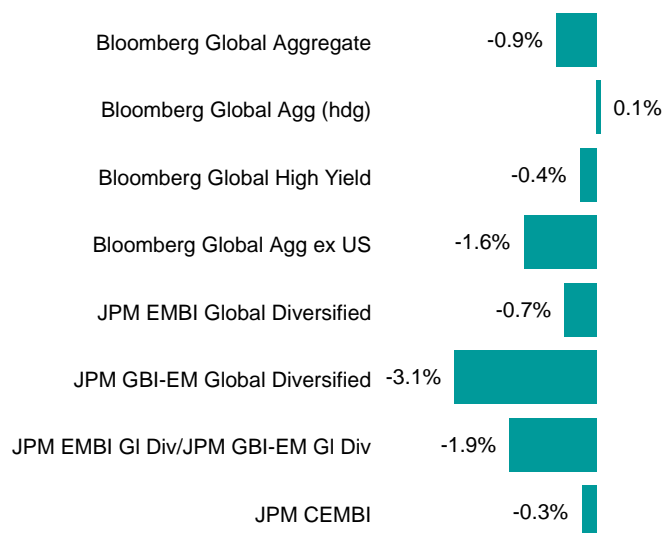
Global outlook may shift lower with regional variance

- Moderating and differentiated outlook for various regions reflects certain DM and EM economies shifting to tightening balanced by others managing legacy issues.

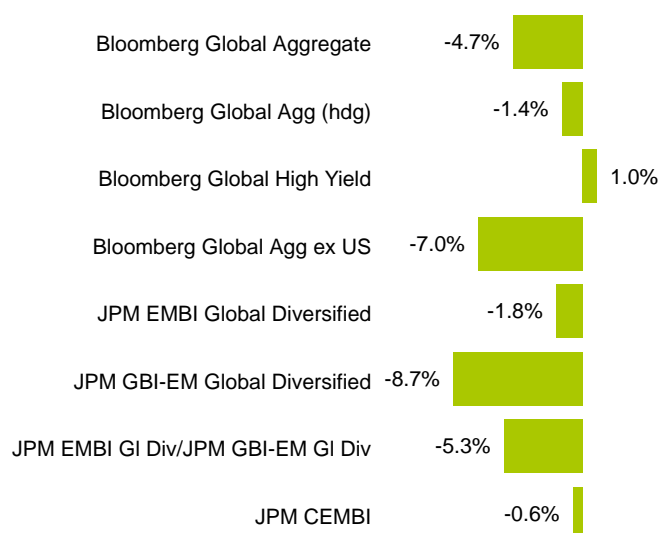
Central bank policy is mixed

- The U.K. has led the way with interest rate hikes as the BOE expects inflation to peak in April 2022.
- Europe and Japan continue to have below-target inflation and are expected to maintain relatively accommodating monetary policy.
- EM central banks, having moved early to battle inflation, may be moving to a more late-cycle posture.

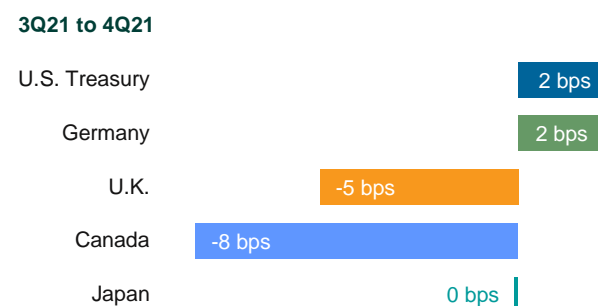
Global Fixed Income: Quarterly Returns



Global Fixed Income: One-Year Returns



Change in 10-Year Global Government Bond Yields



Sources: Bloomberg, JP Morgan

Quarterly Highlights

The Callan Institute provides research to update clients on the latest industry trends and carefully structured educational programs to enhance the knowledge of industry professionals. Visit www.callan.com/research-library to see all of our publications, and www.callan.com/blog to view our blog. For more information contact Barb Gerraty at 415-274-3093 / institute@callan.com.

New Research from Callan's Experts

[2021 Investment Management Fee Study](#) | The purpose of this study, the ninth we have done, is to provide a detailed analysis on institutional investment management fee levels and trends across multiple asset classes and mandate sizes, for both active and passive management.

[2021 Nuclear Decommissioning Funding Study](#) | This study offers key insights into the status of nuclear decommissioning funding to make peer comparisons more accurate and relevant.

[2021 Private Equity Fees and Terms Study](#) | This study is intended to help institutional investors better evaluate private equity funds, serving as an industry benchmark when comparing a partnership's terms to its peers.

[2021 Cost of Doing Business Survey](#) | In this survey, Callan compares the costs of administering and operating funds across all types of tax-exempt and tax-qualified organizations in the U.S. We identify practices to help institutional investors manage expenses.

[A Guide to Reinsurance for Institutional Investors](#) | Reinsurance investments are a potential option for institutional investors looking to diversify both equity and rate risks while also offering attractive risk-adjusted returns. Sean Lee examines how insurance-linked securities can be incorporated into institutional investors' portfolios.

[2021 ESG Survey](#) | Callan's ninth annual survey assessing the status of environmental, social, and governance (ESG) investing in the U.S. institutional investment market.

Blog Highlights

[Rising Rates! Why the Heck Do We Own Bonds?](#) | Investment grade bonds spin off yield and participate in rising rate markets through principal reinvestment, and their return distribution

provides downside protection that counter-balances growth-oriented portfolio investments. Despite frustratingly low expected returns, IG bonds can still contribute meaningfully to the long-term investment goals of most institutional investors.

[Understanding Return Forecasts for Public DB Plans](#) | It is important for decision makers to understand that actuaries and investment consultants offer assumptions on expected return that are inherently different: Actuarial discount rates assume a static return over time with no variability, whereas investment consultants estimate a median and a range of expected returns based on expected risk.

Quarterly Periodicals

[Private Equity Trends, 3Q21](#) | A high-level summary of private equity activity in the quarter through all the investment stages

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[Market Pulse Flipbook, 3Q21](#) | A quarterly market reference guide covering trends in the U.S. economy, developments for institutional investors, and the latest data on the capital markets

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[Hedge Fund Quarterly, 3Q21](#) | Commentary on developments for hedge funds and multi-asset class (MAC) strategies

[Real Assets Reporter, 3Q21](#) | A summary of market activity for real assets and private real estate during the quarter

Events

A complete list of all upcoming events can be found on our website: callan.com/events-education.

Please mark your calendar and look forward to upcoming invitations:

2022 DC Survey Results Webinar
February 23, 2022 – 9:30 am (PT)

National Conference
April 25-27, 2022, in San Francisco

For more information about events, please contact Barb Gerraty: 415-274-3093 / gerraty@callan.com

Education: By the Numbers

50+ Unique pieces of research the Institute generates each year

525 Attendees (on average) of the Institute's annual National Conference

3,700 Total attendees of the "Callan College" since 1994



"Research is the foundation of all we do at Callan, and sharing our best thinking with the investment community is our way of helping to foster dialogue to raise the bar across the industry."

Greg Allen, CEO and Chief Research Officer

Education

Founded in 1994, the "Callan College" offers educational sessions for industry professionals involved in the investment decision-making process.

Introduction to Investments
March 1-3, 2022 – Virtual

This program familiarizes institutional investor trustees and staff and asset management advisers with basic investment theory, terminology, and practices. Our virtual session is held over three days with virtual modules of 2.5-3 hours, while the in-person session lasts one-and-a-half days. This course is designed for individuals with less than two years of experience with asset-management oversight and/or support responsibilities. Virtual tuition is \$950 per person and includes instruction and digital materials. In-person tuition is \$2,350 per person and includes instruction, all materials, breakfast and lunch on each day, and dinner on the first evening with the instructors.

Additional information including registration can be found at: callan.com/events/ccintro-march/

Introductory Workshop for DC Plan Fiduciaries
March 23, 2022 – San Francisco

This one-day workshop centers on the fundamentals of administering a defined contribution (DC) plan. Designed primarily for ERISA fiduciaries and supporting staff members, attendees will gain a better understanding of the key responsibilities of an ERISA fiduciary and best practices for executing those responsibilities. Additionally, we will cover the basics of capital markets theory and DC investment menu design principles; investment manager evaluation, selection, and monitoring; best practices for evaluating fees; the regulatory and legal landscape; and industry trends. This workshop is complimentary and open to institutional investor clients.

Additional information including dates and registration can be found at: callan.com/events/mar-dc-college/

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Equity Market Indicators

The market indicators included in this report are regarded as measures of equity or fixed income performance results. The returns shown reflect both income and capital appreciation.

Russell 2000 Growth contains those Russell 2000 securities with a greater than average growth orientation. Securities in this index tend to exhibit higher price-to-book and price-earning ratios, lower dividend yields and higher forecasted growth values than the Value universe.

Russell 2000 Value contains those Russell 2000 securities with a less than average growth orientation. Securities in this index tend to exhibit lower price-to-book and price-earning ratios, higher dividend yields and lower forecasted growth values than the Growth universe.

Russell 3000 Index is a composite of 3,000 of the largest U.S. companies by market capitalization. The smallest company's market capitalization is roughly \$20 million and the largest is \$72.5 billion. The index is capitalization-weighted.

Russell Mid Cap Growth measures the performance of those Russell Mid Cap Companies with higher price-to-book ratios and higher forecasted growth values. The stocks are also members of the Russell 1000 Growth Index.

Russell MidCap Value Index The Russell MidCap Value index contains those Russell MidCap securities with a less than average growth orientation. Securities in this index tend to exhibit lower price-to-book and price-earnings ratio, higher dividend yields and lower forecasted growth values than the Growth universe.

Standard & Poor's 500 Index is designed to measure performance of the broad domestic economy through changes in the aggregate market value of 500 stocks representing all major industries. The index is capitalization-weighted, with each stock weighted by its proportion of the total market value of all 500 issues. Thus, larger companies have a greater effect on the index.

Fixed Income Market Indicators

Bloomberg Aggregate is a combination of the Mortgage Backed Securities Index and the intermediate and long-term components of the Government/Credit Bond Index.

International Equity Market Indicators

MSCI ACWI ex US Index The MSCI ACWI ex US(All Country World Index) Index is a free float-adjusted market capitalization weighted index that is designed to measure the equity market performance of developed and emerging markets, excluding the US. As of May 27, 2010 the MSCI ACWI consisted of 45 country indices comprising 24 developed and 21 emerging market country indices. The developed market country indices included are: Australia, Austria, Belgium, Canada, Denmark, Finland, France, Germany, Greece, Hong Kong, Ireland, Israel, Italy, Japan, Netherlands, New Zealand, Norway, Portugal, Singapore, Spain, Sweden, Switzerland, and the United Kingdom. The emerging market country indices included are: Brazil, Chile, China, Colombia, Czech Republic, Egypt, Hungary, India, Indonesia, Korea, Malaysia, Mexico, Morocco, Peru, Philippines, Poland, Russia, South Africa, Taiwan, Thailand, and Turkey.

Morgan Stanley Capital International (MSCI) EAFE Index is composed of approximately 1000 equity securities representing the stock exchanges of Europe, Australia, New Zealand and the Far East. The index is capitalization-weighted and is expressed in terms of U.S. dollars.

Real Estate Market Indicators

NCREIF Open Ended Diversified Core Equity The NFI-ODCE is an equally-weighted, net of fee, time-weighted return index with an inception date of December 31, 1977. Equally-weighting the funds shows what the results would be if all funds were treated equally, regardless of size. Open-end Funds are generally defined as infinite-life vehicles consisting of multiple investors who have the ability to enter or exit the fund on a periodic basis, subject to contribution and/or redemption requests, thereby providing a degree of potential investment liquidity. The term Diversified Core Equity style typically reflects lower risk investment strategies utilizing low leverage and generally represented by equity ownership positions in stable U.S. operating properties.

Callan Databases

In order to provide comparative investment results for use in evaluating a fund's performance, Callan gathers rate of return data from investment managers. These data are then grouped by type of assets managed and by the type of investment manager. Except for mutual funds, the results are for tax-exempt fund assets. The databases, excluding mutual funds, represent investment managers who handle over 80% of all tax-exempt fund assets.

Equity Funds

Equity funds concentrate their investments in common stocks and convertible securities. The funds included maintain well-diversified portfolios.

Core Equity - Mutual funds whose portfolio holdings and characteristics are similar to that of the broader market as represented by the Standard & Poor's 500 Index, with the objective of adding value over and above the index, typically from sector or issue selection. The core portfolio exhibits similar risk characteristics to the broad market as measured by low residual risk with Beta and R-Squared close to 1.00.

International Emerging Markets Equity - The International Emerging Market Equity Database consists of all separate account international equity products that concentrate on newly emerging second and third world countries in the regions of the Far East, Africa, Europe, and Central and South America.

Non-U.S. Equity A broad array of active managers who employ various strategies to invest assets in a well-diversified portfolio of non-U.S. equity securities. This group consists of all Core, Core Plus, Growth, and Value international products, as well as products using various mixtures of these strategies. Region-specific, index, emerging market, or small cap products are excluded.

Non-U.S. Equity Style Mutual Funds - Mutual funds that invest their assets only in non-U.S. equity securities but exclude regional and index funds.

Small Capitalization (Growth) - Mutual funds that invest in small capitalization companies that are expected to have above average prospects for long-term growth in earnings and profitability. Future growth prospects take precedence over valuation levels in the stock selection process. Invests in companies with P/E ratios, Price-to-Book values, and Growth-in-Earnings values above the broader market as well as the small capitalization market segment. The companies typically have zero dividends or dividend yields below the broader market. The securities exhibit greater volatility than the broader market as well as the small capitalization market segment as measured by the risk statistics beta and standard deviation.

Small Capitalization (Value) - Mutual funds that invest in small capitalization companies that are believed to be currently undervalued in the general market. Valuation issues take precedence over near-term earnings prospects in the stock selection process. The companies are expected to have a near-term earnings rebound and eventual realization of expected value. Invests in companies with P/E ratios, Return-on-Equity values, and Price-to-Book values below the broader market as well as the small capitalization market segment. The companies typically have dividend yields in the high range for the small capitalization market. Invests in securities with risk/reward profiles in the lower risk range of the small capitalization market.

Callan Databases

Fixed Income Funds

Fixed Income funds concentrate their investments in bonds, preferred stocks, and money market securities. The funds included maintain well-diversified portfolios.

Core Bond - Mutual Funds that construct portfolios to approximate the investment results of the Bloomberg Barclays Capital Government/Credit Bond Index or the Bloomberg Barclays Capital Aggregate Bond Index with a modest amount of variability in duration around the index. The objective is to achieve value added from sector and/or issue selection.

Core Bond - Managers who construct portfolios to approximate the investment results of the Bloomberg Barclays Capital Government/Credit Bond Index or the Bloomberg Barclays Capital Aggregate Bond Index with a modest amount of variability in duration around the index. The objective is to achieve value added from sector and/or issue selection.

Core Plus Bond - Active managers whose objective is to add value by tactically allocating significant portions of their portfolios among non-benchmark sectors (e.g. high yield corporate, non-US\$ bonds, etc.) while maintaining majority exposure similar to the broad market.

Real Estate Funds

Real estate funds consist of open or closed-end commingled funds. The returns are net of fees and represent the overall performance of commingled institutional capital invested in real estate properties.

Real Estate Open-End Commingled Funds - The Open-End Funds Database consists of all open-end commingled real estate funds.

Other Funds

Public - Total - consists of return and asset allocation information for public pension funds at the city, county and state level. The database is made up of Callan clients and non-clients.

List of Callan's Investment Manager Clients

Confidential – For Callan Client Use Only

Callan takes its fiduciary and disclosure responsibilities to clients very seriously. We recognize that there are numerous potential conflicts of interest encountered in the investment consulting industry, and that it is our responsibility to manage those conflicts effectively and in the best interest of our clients. At Callan, we employ a robust process to identify, manage, monitor, and disclose potential conflicts on an ongoing basis.

The list below is an important component of our conflicts management and disclosure process. It identifies those investment managers that pay Callan fees for educational, consulting, software, database, or reporting products and services. We update the list quarterly because we believe that our fund sponsor clients should know the investment managers that do business with Callan, particularly those investment manager clients that the fund sponsor clients may be using or considering using. Please note that if an investment manager receives a product or service on a complimentary basis (e.g., attending an educational event), they are not included in the list below. Callan is committed to ensuring that we do not consider an investment manager's business relationship with Callan, or lack thereof, in performing evaluations for or making suggestions or recommendations to its other clients. Please refer to Callan's ADV Part 2A for a more detailed description of the services and products that Callan makes available to investment manager clients through our Institutional Consulting Group, Independent Adviser Group, and Fund Sponsor Consulting Group. Due to the complex corporate and organizational ownership structures of many investment management firms, parent and affiliate firm relationships are not indicated on our list.

Fund sponsor clients may request a copy of the most currently available list at any time. Fund sponsor clients may also request specific information regarding the fees paid to Callan by particular fund manager clients. Per company policy, information requests regarding fees are handled exclusively by Callan's Compliance department.

Manager Name

abrdrn (Aberdeen Standard Investments)

Acadian Asset Management LLC

Adams Street Partners, LLC

AEGON USA Investment Management Inc.

AllianceBernstein

Allianz

Allspring Global Investments (formerly Wells Fargo Asset Mgmt)

American Century Investments

AQR Capital Management

Ares Management LLC

Ariel Investments, LLC

Aristotle Capital Management, LLC

Atlanta Capital Management Co., LLC

Aviva Investors

AXA Investment Managers

Baillie Gifford International, LLC

Baird Advisors

Barings LLC

Manager Name

Baron Capital Management, Inc.

Barrow, Hanley, Mewhinney & Strauss, LLC

BlackRock

BMO Global Asset Management

BNP Paribas Asset Management

BNY Mellon Asset Management

Boston Partners

Brandes Investment Partners, L.P.

Brandywine Global Investment Management, LLC

Brookfield Asset Management

Brown Brothers Harriman & Company

Cambiar Investors, LLC

Capital Group

Carillon Tower Advisers

CastleArk Management, LLC

Causeway Capital Management LLC

Chartwell Investment Partners

ClearBridge Investments, LLC

Manager Name

Cohen & Steers Capital Management, Inc.

Columbia Threadneedle Investments North America

Credit Suisse Asset Management, LLC

Crescent Capital Group LP

D.E. Shaw Investment Management, LLC

DePrince, Race & Zollo, Inc.

Dimensional Fund Advisors L.P.

Doubleline

Duff & Phelps Investment Management Co.

DWS

EARNEST Partners, LLC

Eaton Vance Management

Epoch Investment Partners, Inc.

Fayez Sarofim & Company

Federated Hermes, Inc.

Fidelity Institutional Asset Management

Fiera Capital Corporation

First Hawaiian Bank Wealth Management Division

First Sentier Investors (formerly First State Investments)

Fisher Investments

Franklin Templeton

GAM (USA) Inc.

GCM Grosvenor

GlobeFlex Capital, L.P.

GoldenTree Asset Management, LP

Goldman Sachs

Guggenheim Investments

GW&K Investment Management

Harbor Capital Group Trust

Heitman LLC

Hotchkis & Wiley Capital Management, LLC

Income Research + Management Inc.

Insight Investment

Intech Investment Management LLC

Intercontinental Real Estate Corporation

Invesco

J.P. Morgan

Janus

Jennison Associates LLC

Jobs Peak Advisors

Manager Name

J O Hambro Capital Management Limited

KeyCorp

Lazard Asset Management

LGIM America (formerly Legal & General Inv. Mgmt. America)

Lincoln National Corporation

Longview Partners

Loomis, Sayles & Company, L.P.

Lord Abbett & Company

LSV Asset Management

MacKay Shields LLC

Macquarie Investment Management (MIM)

Manning & Napier Advisors, LLC

Manulife Investment Management

McKinley Capital Management, LLC

Mellon

MetLife Investment Management

MFS Investment Management

MidFirst Bank

Mondrian Investment Partners Limited

Montag & Caldwell, LLC

Morgan Stanley Investment Management

MUFG Union Bank, N.A.

Natixis Investment Managers

Neuberger Berman

Newton Investment Management

Ninety One North America, Inc. (formerly Investec Asset Mgmt.)

Northern Trust Asset Management

Nuveen

P/E Investments

Pacific Investment Management Company

Parametric Portfolio Associates LLC

Partners Group (USA) Inc.

Pathway Capital Management

Peregrine Capital Management, LLC

PFM Asset Management LLC

PGIM Fixed Income

PGIM Quantitative Solutions LLC

PineBridge Investments

Polen Capital Management, LLC

Principal Global Investors

Manager Name

Putnam Investments, LLC

RBC Global Asset Management

Regions Financial Corporation

Richard Bernstein Advisors LLC

Riverbridge Partners LLC

Robeco Institutional Asset Management, US Inc.

Rothschild & Co. Asset Management US

S&P Dow Jones Indices

Schroder Investment Management North America Inc.

Securian Asset Management, Inc.

SLC Management

Smith Graham & Co. Investment Advisors, L.P.

State Street Global Advisors

Stone Harbor Investment Partners L.P.

Strategic Global Advisors, LLC

T. Rowe Price Associates, Inc.

The TCW Group, Inc.

Manager Name

Thompson, Siegel & Walmsley LLC

Thornburg Investment Management, Inc.

Tri-Star Trust Bank

UBS Asset Management

VanEck

Versus Capital Group

Victory Capital Management Inc.

Virtus Investment Partners, Inc.

Vontobel Asset Management

Voya

Waterton Associates LLC

WCM Investment Management

WEDGE Capital Management

Wellington Management Company, LLP

Western Asset Management Company LLC

Westfield Capital Management Company, LP

William Blair & Company LLC

March 31, 2022



Mendocino County Employees' Retirement Association

**Investment Measurement Service
Quarterly Review**

Information contained herein includes confidential, trade secret and proprietary information. Neither this Report nor any specific information contained herein is to be used other than by the intended recipient for its intended purpose or disseminated to any other person without Callan's permission. Certain information herein has been compiled by Callan and is based on information provided by a variety of sources believed to be reliable for which Callan has not necessarily verified the accuracy or completeness of or updated. This content may consist of statements of opinion, which are made as of the date they are expressed and are not statements of fact. This content is for informational purposes only and should not be construed as legal or tax advice on any matter. Any decision you make on the basis of this content is your sole responsibility. You should consult with legal and tax advisers before applying any of this information to your particular situation. Past performance is no guarantee of future results. For further information, please see the Appendix section in your investment measurement service quarterly review report for Important Information and Disclosures.

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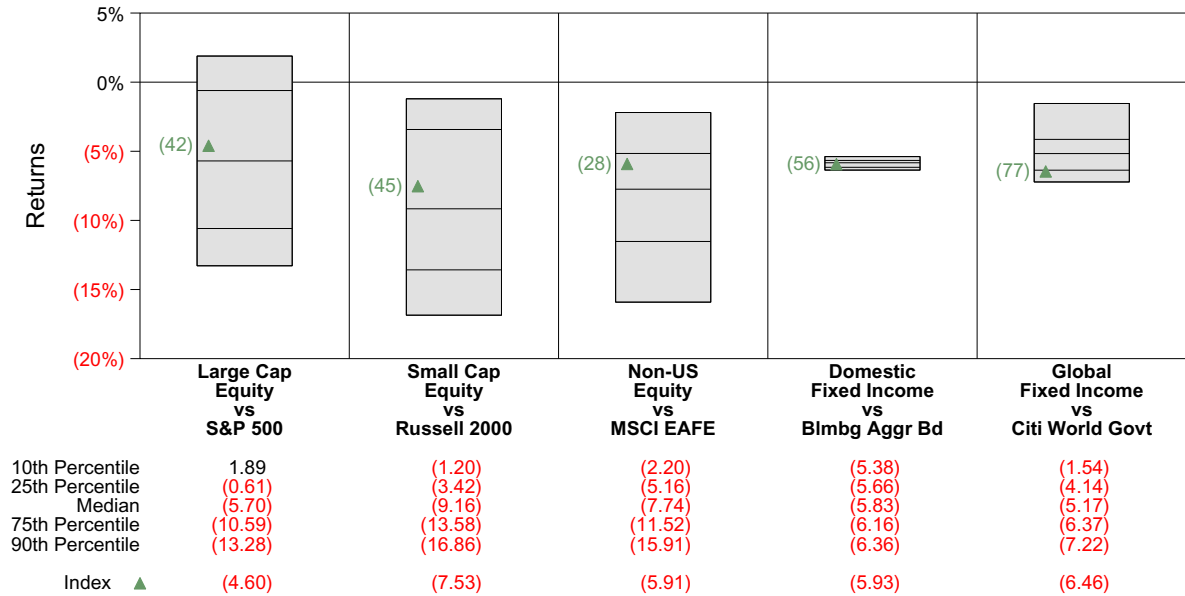
Market Overview

Active Management vs Index Returns

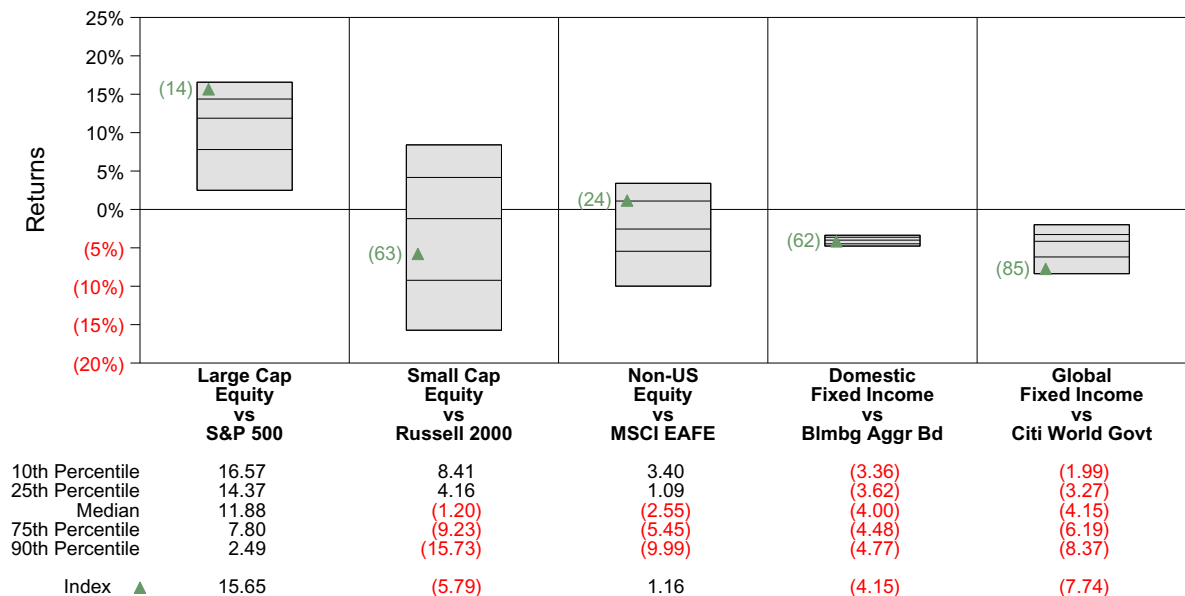
Market Overview

The charts below illustrate the range of returns across managers in Callan's Mutual Fund database over the most recent one quarter and one year time periods. The database is broken down by asset class to illustrate the difference in returns across those asset classes. An appropriate index is also shown for each asset class for comparison purposes. As an example, the first bar in the upper chart illustrates the range of returns for domestic equity managers over the last quarter. The triangle represents the S&P 500 return. The number next to the triangle represents the ranking of the S&P 500 in the Large Cap Equity manager database.

Range of Mutual Fund Returns by Asset Class One Quarter Ended March 31, 2022



Range of Mutual Fund Returns by Asset Class One Year Ended March 31, 2022

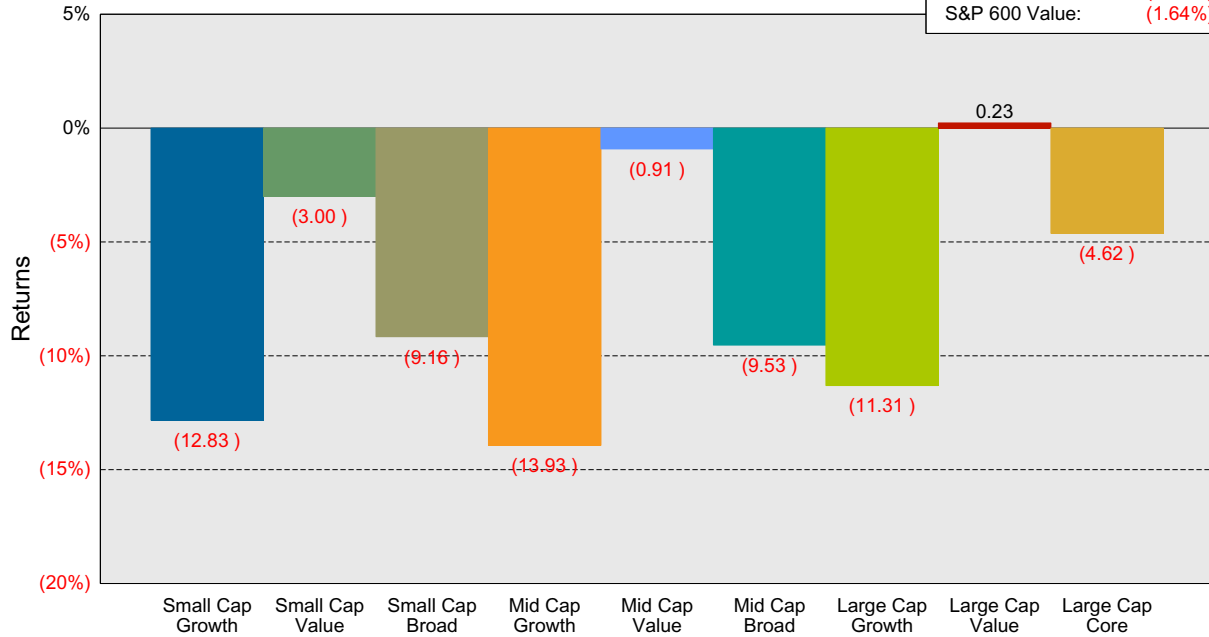


Domestic Equity Active Management Overview

The S&P 500 Index fell 4.6% for the quarter, but it was down more than 12% early in March before staging a rally into quarter-end. Value stocks sharply outpaced growth across capitalizations, with the spread exceeding 10% in both mid and small caps and just over 8% in large caps. Not surprisingly, Energy (+39%) was the best-performing sector given a 33% spike in WTI crude oil prices. The defensive Utilities sector (+5%) also posted a positive result. Communication Services (-12%), Consumer Discretionary (-9%), and Information Technology (-8%) were the worst-performing sectors. Small cap stocks (R2000: -7.5%) underperformed large (R1000: -5.1%).

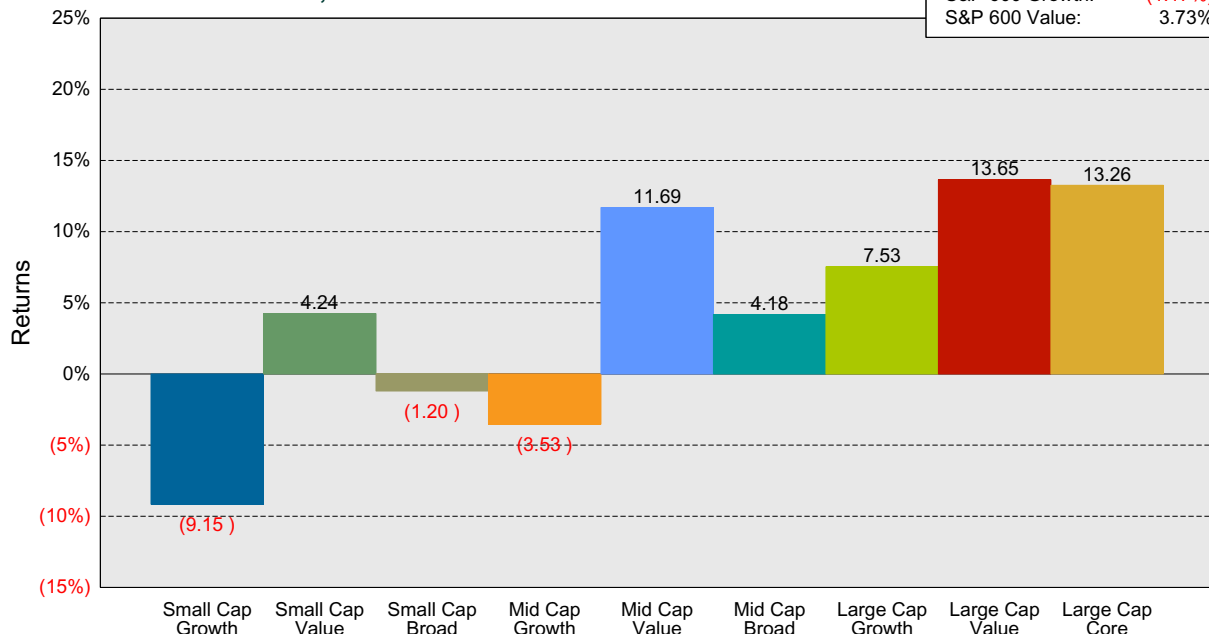
S&P 500:	(4.60%)
S&P 500 Growth:	(8.59%)
S&P 500 Value:	(0.16%)
S&P Mid Cap:	(4.88%)
S&P 600:	(5.62%)
S&P 600 Growth:	(9.51%)
S&P 600 Value:	(1.64%)

Mutual Fund Style Group Median Returns for Quarter Ended March 31, 2022



S&P 500:	15.65%
S&P 500 Growth:	18.16%
S&P 500 Value:	12.58%
S&P Mid Cap:	4.59%
S&P 600:	1.23%
S&P 600 Growth:	(1.17%)
S&P 600 Value:	3.73%

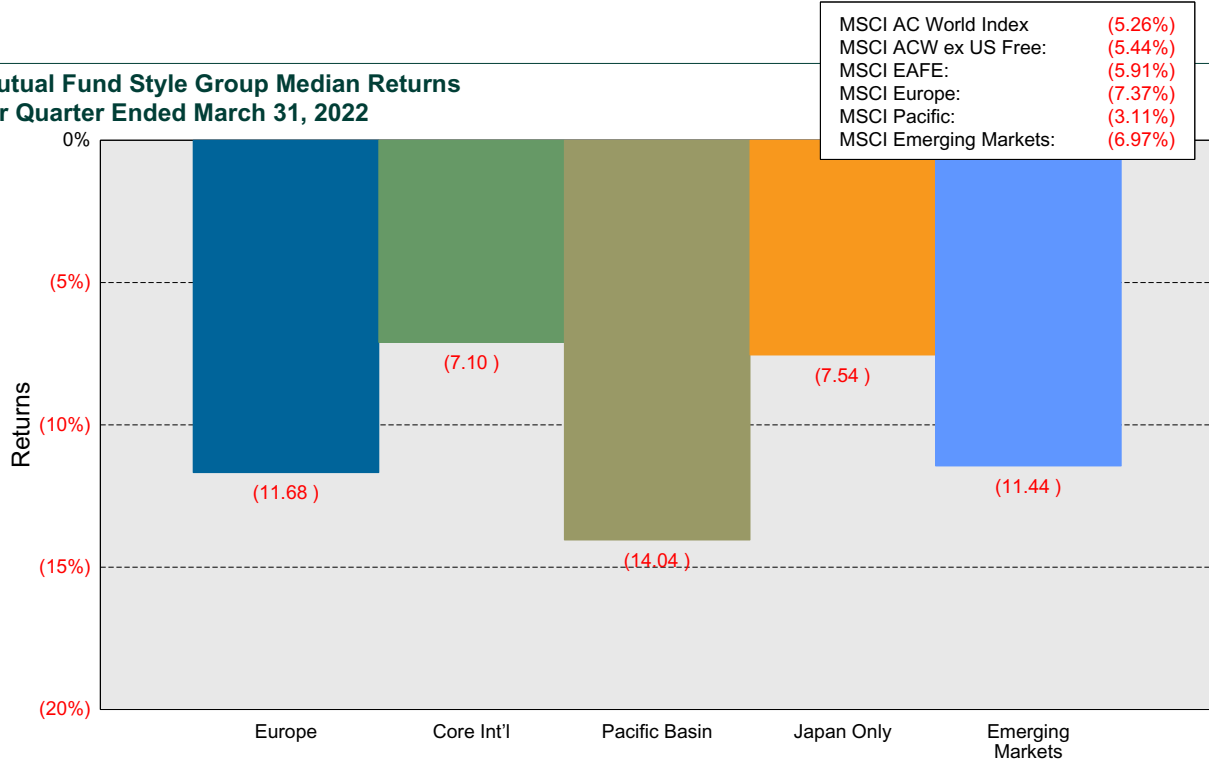
Mutual Fund Style Group Median Returns for One Year Ended March 31, 2022



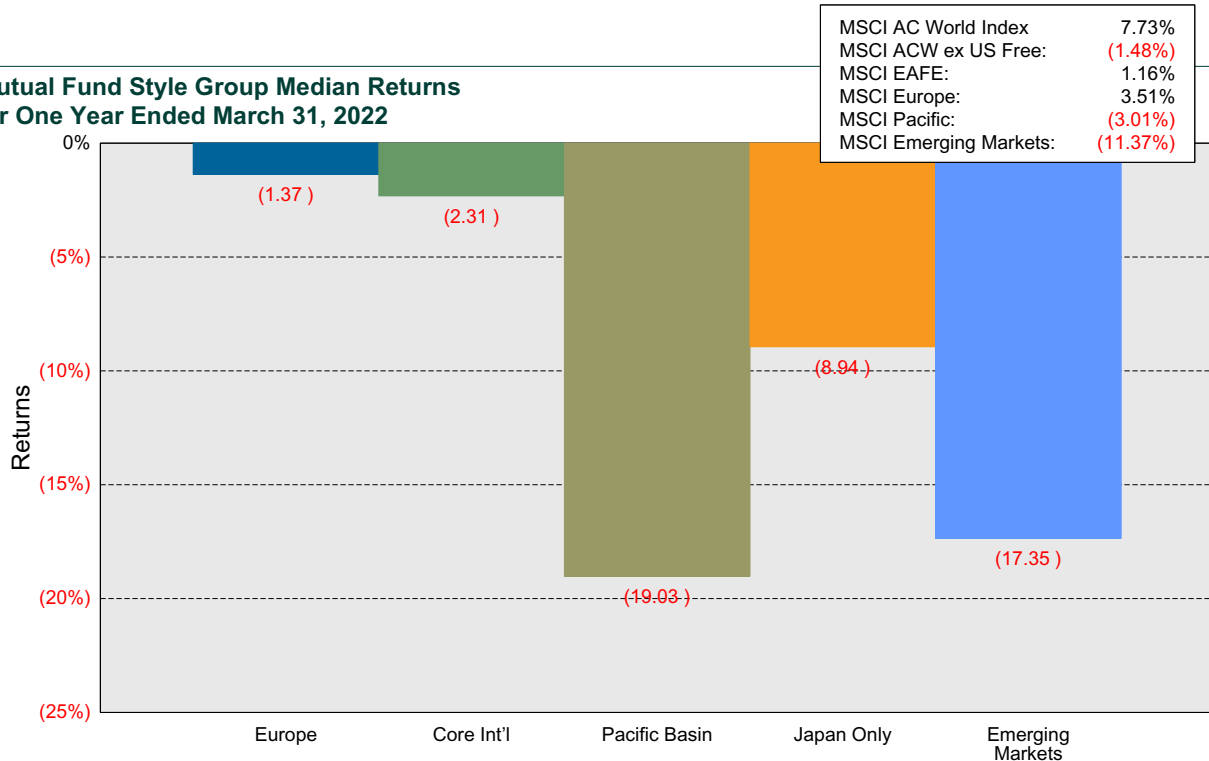
International Equity Active Management Overview

Emerging markets (MSCI EM: -1.3% in 4Q21; -2.5% in 2021) did not participate in the stock rally the rest of the world enjoyed during the fourth quarter and 2021. China's weight in the Index (35%) and poor performance (-6%; -22%) was a key driver. China stocks were hurt by slowing growth and heightened regulation. Brazil (-6%; -17%) was also a notable underperformer. India (-0.2%; +26%) and Russia (-9%; +19%) fell in the fourth quarter, but were up for the year. Turkey (-11%; -28%) was the worst performer and the 44% decline in the Turkish lira was also notable. The country is battling high inflation (36% in December) with unconventional monetary policy (lowering rates).

**Mutual Fund Style Group Median Returns
for Quarter Ended March 31, 2022**



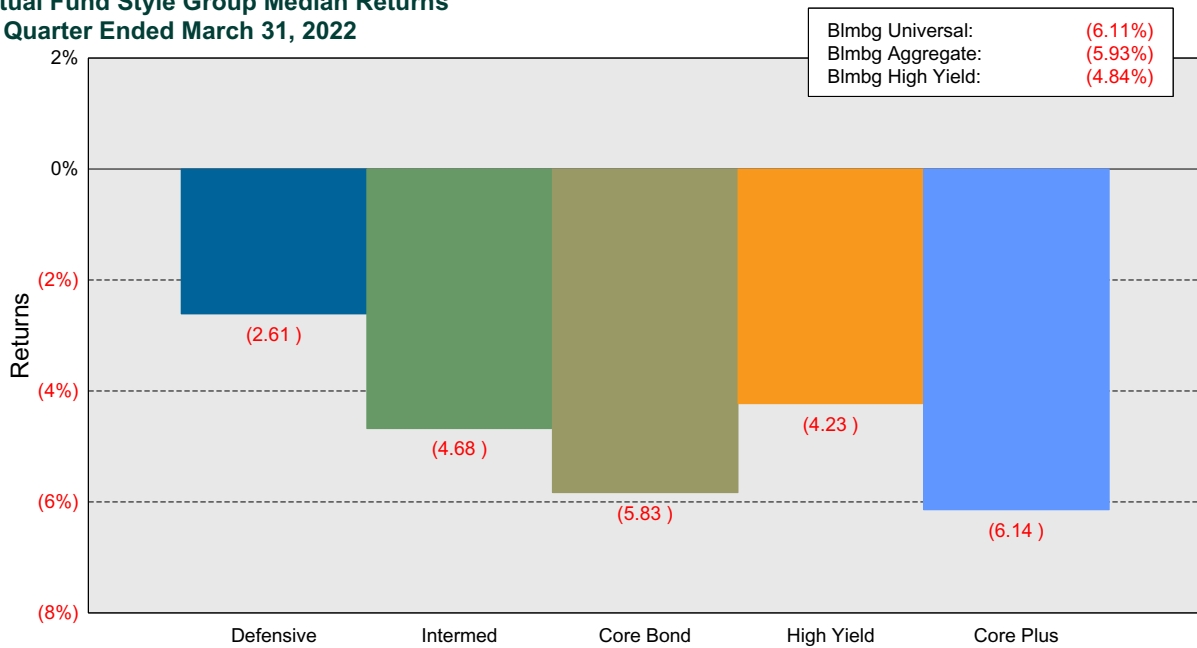
**Mutual Fund Style Group Median Returns
for One Year Ended March 31, 2022**



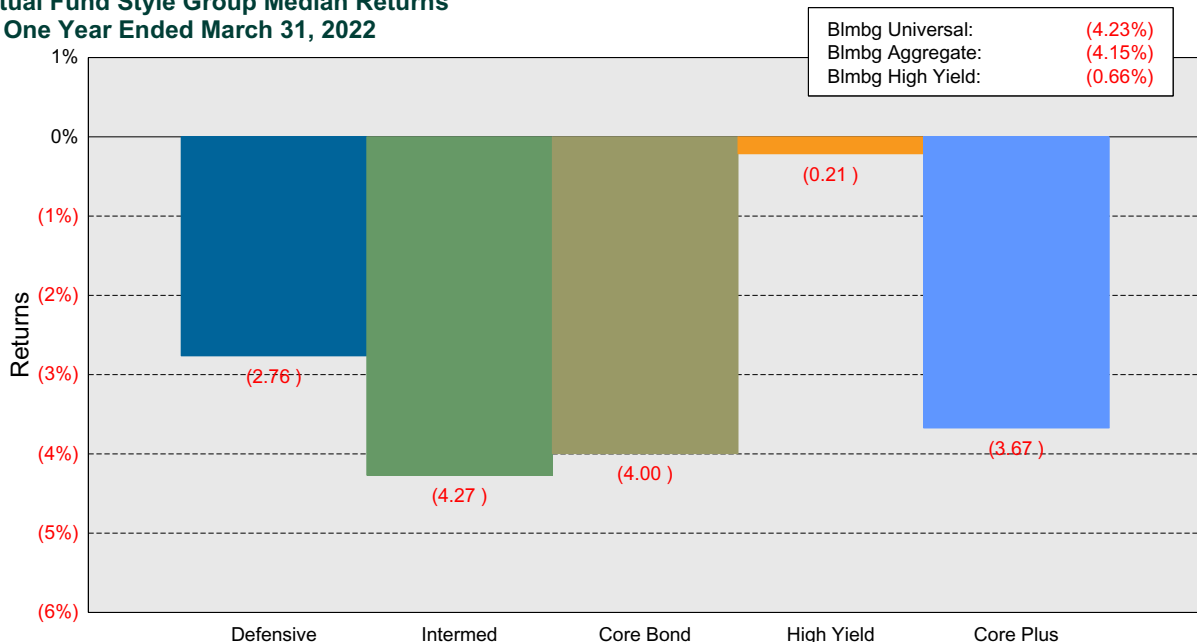
Domestic Fixed Income Active Management Overview

The Bloomberg US Aggregate Bond Index sank 5.9% over the quarter, the third-worst quarter since the index's inception in 1976 (the other two being in 1980). Rates rose sharply on worries over inflation and expectations for Fed rate hikes. The 10-year U.S. Treasury closed the quarter at 2.32%, up from 1.52% at year-end. Notably, the yield curve flattened meaningfully and as of quarter-end the relationship between the 5-year yield (2.42%) and the 10-year yield (2.32%) was inverted. Against this backdrop, TIPS (Bloomberg TIPS: -3.0%) did relatively well as inflation expectations rose. High yield corporates (Bloomberg High Yield: -4.8%) outperformed investment grade corporates given less sensitivity to interest rates, and bank loans (S&P LSTA Leveraged Loan: -0.1%) were helped by their floating rate coupons and low duration. ^L

Mutual Fund Style Group Median Returns for Quarter Ended March 31, 2022



Mutual Fund Style Group Median Returns for One Year Ended March 31, 2022



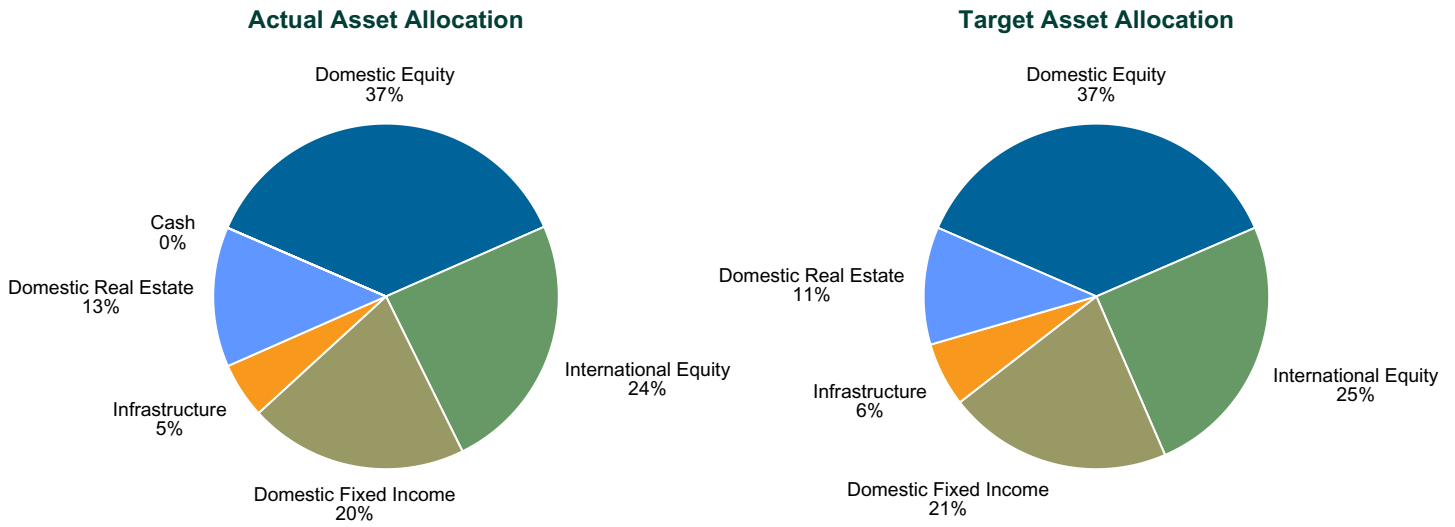
ASSET ALLOCATION AND PERFORMANCE

Asset Allocation and Performance

This section begins with an overview of the fund's asset allocation at the broad asset class level. This is followed by a top down performance attribution analysis which analyzes the fund's performance relative to the performance of the fund's policy target asset allocation. The fund's historical performance is then examined relative to funds with similar objectives. Performance of each asset class is then shown relative to the asset class performance of other funds. Finally, a summary is presented of the holdings of the fund's investment managers, and the returns of those managers over various recent periods.

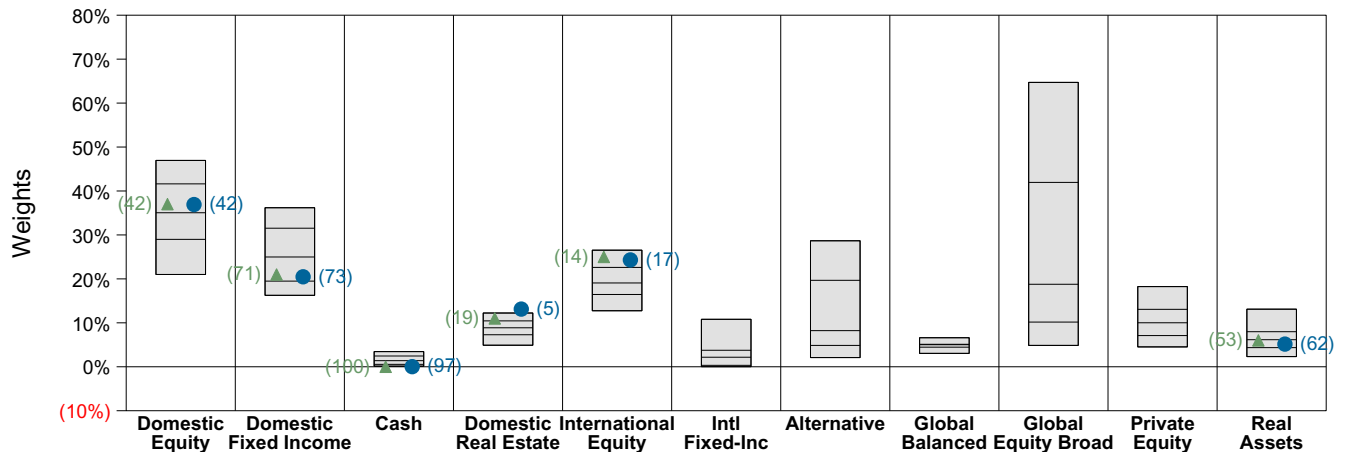
Actual vs Target Asset Allocation As of March 31, 2022

The top left chart shows the Fund's asset allocation as of March 31, 2022. The top right chart shows the Fund's target asset allocation as outlined in the investment policy statement. The bottom chart ranks the fund's asset allocation versus the Callan Public Fund Sponsor Database.



Asset Class	\$000s Actual	Weight Actual	Target	Percent Difference	\$000s Difference
Domestic Equity	253,378	36.9%	37.0%	(0.1%)	(595)
International Equity	166,840	24.3%	25.0%	(0.7%)	(4,763)
Domestic Fixed Income	140,531	20.5%	21.0%	(0.5%)	(3,616)
Infrastructure	35,388	5.2%	6.0%	(0.8%)	(5,797)
Domestic Real Estate	90,099	13.1%	11.0%	2.1%	14,593
Cash	178	0.0%	0.0%	0.0%	178
Total	686,415	100.0%	100.0%		

Asset Class Weights vs Callan Public Fund Sponsor Database



	Domestic Equity	Domestic Fixed Income	Cash	Domestic Real Estate	International Equity	Intl Fixed-Inc	Alternative	Global Balanced Equity	Global Broad Equity	Private Equity	Real Assets
10th Percentile	46.95	36.19	3.45	12.24	26.53	10.80	28.67	6.61	64.71	18.25	13.11
25th Percentile	41.62	31.53	2.45	10.44	22.61	3.75	19.67	5.12	41.95	13.07	7.98
Median	35.05	24.98	1.39	8.87	19.07	2.17	8.22	5.02	18.77	10.02	6.16
75th Percentile	28.99	19.49	0.55	7.29	16.45	0.33	4.86	4.46	10.17	7.10	4.36
90th Percentile	21.00	16.26	0.14	4.90	12.75	0.03	2.10	3.05	4.86	4.52	2.32
Fund ●	36.91	20.47	0.03	13.13	24.31	-	-	-	-	-	5.16
Target ▲	37.00	21.00	0.00	11.00	25.00	-	-	-	-	-	6.00
% Group Invested	100.00%	99.13%	77.39%	79.13%	98.26%	15.65%	47.83%	10.43%	14.78%	24.35%	20.00%

* Current Quarter Target = 37.0% Russell 3000 Index, 25.0% MSCI ACWIxUS Gross, 21.0% Blmbg Aggregate, 11.0% NCREIF NFI-ODCE Eq Wt Net and 6.0% NCREIF NFI-ODCE Eq Wt Net.

Investment Manager Asset Allocation

The table below contrasts the distribution of assets across the Fund's investment managers as of March 31, 2022, with the distribution as of December 31, 2021. The change in asset distribution is broken down into the dollar change due to Net New Investment and the dollar change due to Investment Return.

Asset Distribution Across Investment Managers

	March 31, 2022		Net New Inv.	Inv. Return	December 31, 2021	
	Market Value	Weight			Market Value	Weight
Domestic Equities	\$253,378,175	36.91%	\$(1,200,000)	\$(14,544,210)	\$269,122,386	37.74%
Large Cap Equities	\$180,020,959	26.23%	\$(1,200,000)	\$(8,722,131)	\$189,943,091	26.63%
Vanguard S&P 500 Index	180,020,959	26.23%	(1,200,000)	(8,722,131)	189,943,091	26.63%
Mid Cap Equities	\$38,549,227	5.62%	\$0	\$(1,853,821)	\$40,403,048	5.67%
Fidelity Low Priced Stock	19,888,282	2.90%	0	(469,295)	20,357,577	2.85%
Janus Enterprise	18,660,945	2.72%	0	(1,384,526)	20,045,471	2.81%
Small Cap Equities	\$34,807,989	5.07%	\$0	\$(3,968,258)	\$38,776,247	5.44%
Prudential Small Cap Value	20,018,157	2.92%	0	(81,228)	20,099,385	2.82%
AB US Small Growth	14,789,832	2.15%	0	(3,887,030)	18,676,862	2.62%
International Equities	\$166,840,472	24.31%	\$0	\$(16,080,283)	\$182,920,755	25.65%
EuroPacific	28,641,174	4.17%	0	(3,992,925)	32,634,099	4.58%
Harbor International	33,963,554	4.95%	0	(2,774,928)	36,738,482	5.15%
Oakmark International	32,140,821	4.68%	0	(2,692,102)	34,832,923	4.88%
Mondrian International	32,459,024	4.73%	0	(706,741)	33,165,765	4.65%
T. Rowe Price Intl Small Cap	23,261,260	3.39%	0	(5,050,522)	28,311,781	3.97%
NinetyOne	16,374,639	2.39%	0	(863,065)	17,237,704	2.42%
Domestic Fixed Income	\$140,531,354	20.47%	\$(1,500,000)	\$(8,538,225)	\$150,569,579	21.11%
Dodge & Cox Income	69,918,072	10.19%	(1,500,000)	(3,877,738)	75,295,811	10.56%
PIMCO	70,613,282	10.29%	0	(4,660,487)	75,273,769	10.55%
Infrastructure	\$35,387,690	5.16%	\$69,423	\$567,847	\$34,750,420	4.87%
IFM Global Infrastructure	17,510,148	2.55%	0	210,478	17,299,670	2.43%
JP Morgan Infrastructure	17,877,542	2.60%	69,423	357,369	17,450,750	2.45%
Real Estate	\$90,098,965	13.13%	\$9,227,669	\$5,294,054	\$75,577,242	10.60%
RREEF Private	44,555,671	6.49%	2,250,000	2,587,408	39,718,263	5.57%
Barings Core Property Fund	43,793,294	6.38%	7,000,000	2,684,316	34,108,979	4.78%
625 Kings Court	1,750,000	0.25%	(22,331)	22,331	1,750,000	0.25%
Cash	\$178,037	0.03%	\$(62,130)	\$0	\$240,167	0.03%
Total Fund	\$686,414,694	100.0%	\$6,534,962	\$(33,300,817)	\$713,180,549	100.0%

Investment Manager Returns

The table below details the rates of return for the Fund's investment managers over various time periods ended March 31, 2022. Negative returns are shown in red, positive returns in black. Returns for one year or greater are annualized. The first set of returns for each asset class represents the composite returns for all the fund's accounts for that asset class.

Returns for Periods Ended March 31, 2022

	Last Quarter	Last Year	Last 3 Years	Last 5 Years	Last 7 Years
Domestic Equities	(5.41%)	11.32%	18.19%	15.67%	13.11%
Russell 3000 Index	(5.28%)	11.92%	18.24%	15.40%	13.38%
Large Cap Equities					
Vanguard S&P 500 Index	(4.61%)	15.61%	18.91%	15.96%	13.98%
S&P 500 Index	(4.60%)	15.65%	18.92%	15.99%	14.01%
Mid Cap Equities					
Fidelity Low Priced Stock	(2.31%)	6.88%	14.82%	11.53%	9.71%
Russell MidCap Value Idx	(1.82%)	11.45%	13.69%	9.99%	9.30%
Janus Enterprise (1)	(6.91%)	4.26%	14.81%	15.89%	13.51%
Russell MidCap Growth Idx	(12.58%)	(0.89%)	14.81%	15.10%	11.89%
Small Cap Equities					
Prudential Small Cap Value (2)	(0.40%)	11.03%	13.42%	7.29%	7.97%
MSCI US Small Cap Value Idx	(1.21%)	7.97%	12.56%	8.58%	8.80%
Russell 2000 Value Index	(2.40%)	3.32%	12.73%	8.57%	8.77%
AB US Small Growth (3)	(20.81%)	(15.71%)	14.39%	17.41%	13.70%
Russell 2000 Growth Index	(12.63%)	(14.33%)	9.88%	10.33%	8.52%

(1) Switched share class in July 2016.

(2) Switched share class in September 2015.

(3) Switched to a mutual fund in September 2015.

Investment Manager Returns

The table below details the rates of return for the Fund's investment managers over various time periods ended March 31, 2022. Negative returns are shown in red, positive returns in black. Returns for one year or greater are annualized. The first set of returns for each asset class represents the composite returns for all the fund's accounts for that asset class.

Returns for Periods Ended March 31, 2022

	Last 10 Years	Last 15 Years
Domestic Equities	14.22%	10.32%
Russell 3000 Index	14.28%	10.10%
Mid Cap Equities		
Fidelity Low Priced Stock	11.34%	8.90%
Russell MidCap Value Idx	12.01%	8.31%
Janus Enterprise (1)	14.66%	-
Russell MidCap Growth Idx	13.52%	10.41%
Small Cap Equities		
AB US Small Growth (2)	14.08%	12.20%
Russell 2000 Growth Index	11.21%	8.81%

(1) Switched share class in July 2016.

(2) Switched to a mutual fund in September 2015.

Investment Manager Returns

The table below details the rates of return for the Fund's investment managers over various time periods ended March 31, 2022. Negative returns are shown in red, positive returns in black. Returns for one year or greater are annualized. The first set of returns for each asset class represents the composite returns for all the fund's accounts for that asset class.

Returns for Periods Ended March 31, 2022

	Last Quarter	Last Year	Last 3 Years	Last 5 Years	Last 7 Years
International Equities	(8.82%)	(7.30%)	7.67%	6.04%	4.66%
MSCI ACWI ex-US Index	(5.33%)	(1.04%)	8.01%	7.26%	5.68%
EuroPacific	(12.24%)	(9.35%)	8.36%	8.01%	6.22%
Harbor International (1)	(7.55%)	(3.31%)	7.95%	5.11%	3.49%
Oakmark International (2)	(7.73%)	(8.11%)	6.84%	3.93%	3.75%
Mondrian International	(2.32%)	(2.10%)	4.26%	4.11%	3.21%
MSCI EAFE Index	(5.91%)	1.16%	7.78%	6.72%	5.11%
MSCI ACWI ex-US Index	(5.33%)	(1.04%)	8.01%	7.26%	5.68%
T. Rowe Price Intl Small Cap	(17.84%)	(14.29%)	11.44%	-	-
MSCI ACWI ex US Small Cap	(6.52%)	0.03%	10.22%	7.89%	7.24%
NinetyOne	(5.20%)	(9.36%)	6.13%	-	-
MSCI Emerging Markets Index	(6.97%)	(11.37%)	4.94%	5.98%	4.69%
Domestic Fixed Income	(5.70%)	(3.83%)	2.54%	2.77%	2.52%
Blmbg Aggregate Index	(5.93%)	(4.15%)	1.69%	2.14%	1.87%
Dodge & Cox Income	(5.21%)	(3.64%)	2.85%	3.01%	2.84%
PIMCO	(6.19%)	(4.02%)	2.18%	2.50%	2.17%
Blmbg Aggregate Index	(5.93%)	(4.15%)	1.69%	2.14%	1.87%
Infrastructure	1.63%	9.16%	-	-	-
IFM Global Infrastructure	1.22%	-	-	-	-
JP Morgan Infrastructure	2.05%	9.22%	-	-	-
NFI-ODCE Equal Weight Net	7.77%	28.69%	11.11%	9.46%	9.73%
Real Estate	6.24%	27.36%	10.89%	9.37%	9.07%
Real Estate Custom Benchmark (3)(4)	7.77%	28.69%	11.11%	9.46%	9.41%
RREEF Private	6.17%	29.01%	11.63%	9.80%	9.93%
Barings Core Property Fund	6.53%	24.72%	9.57%	8.44%	8.91%
NFI-ODCE Equal Weight Net	7.77%	28.69%	11.11%	9.46%	9.73%
625 Kings Court	1.28%	43.33%	21.89%	19.52%	16.69%
Total Fund	(4.62%)	4.64%	11.66%	9.85%	8.31%
Total Fund Benchmark*	(3.21%)	7.48%	11.76%	10.12%	8.69%

* Current Quarter Target = 37.0% Russell 3000 Index, 25.0% MSCI ACWIxUS Gross, 21.0% Blmbg Aggregate, 11.0% NCREIF NFI-ODCE Eq Wt Net and 6.0% NCREIF NFI-ODCE Eq Wt Net.

(1) Switched share class in June 2016.

(2) Switched to CIT in November 2015.

(3) Real Estate Custom Benchmark is 50% NAREIT Composite Index and 50% NFI-ODCE Equal Wt Net through 12/31/2011; 20% NAREIT Composite Index and 80% NFI-ODCE Equal Wt Net through 12/31/2016 and NFI-ODCE Equal Wt Net thereafter.

(4) 3Q benchmark performance has been carried over from 2Q 2020.

Investment Manager Returns

The table below details the rates of return for the Fund's investment managers over various time periods ended March 31, 2022. Negative returns are shown in red, positive returns in black. Returns for one year or greater are annualized. The first set of returns for each asset class represents the composite returns for all the fund's accounts for that asset class.

Returns for Periods Ended March 31, 2022		
	Last 10 Years	Last 15 Years
International Equities	5.31%	3.72%
MSCI ACWI ex-US Index	6.04%	2.69%
EuroPacific	7.32%	5.03%
Harbor International (1)	4.46%	3.41%
Oakmark International (2)	6.43%	4.38%
Mondrian International	4.30%	-
MSCI EAFE Index	6.27%	2.91%
MSCI ACWI ex-US Index	6.04%	3.60%
Domestic Fixed Income	2.98%	4.24%
Blmbg Aggregate Index	2.24%	3.56%
Dodge & Cox Income	3.21%	4.59%
PIMCO	2.73%	-
Blmbg Aggregate Index	2.24%	3.56%
Real Estate	9.93%	5.86%
Real Estate Custom Benchmark (3)(4)	10.18%	6.57%
RREEF Private	10.76%	6.71%
Barings Core Property Fund	9.14%	-
NFI-ODCE Equal Weight Net	10.24%	6.11%
625 Kings Court	16.65%	10.23%
Total Fund	8.93%	7.10%
Total Fund Benchmark*	9.07%	6.88%

* Current Quarter Target = 37.0% Russell 3000 Index, 25.0% MSCI ACWIxUS Gross, 21.0% Blmbg Aggregate, 11.0% NCREIF NFI-ODCE Eq Wt Net and 6.0% NCREIF NFI-ODCE Eq Wt Net.

(1) Switched share class in June 2016.

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(4) 3Q benchmark performance has been carried over from 2Q 2020.

Investment Manager Returns

The table below details the rates of return for the Fund's investment managers over various time periods. Negative returns are shown in red, positive returns in black. Returns for one year or greater are annualized. The first set of returns for each asset class represents the composite returns for all the fund's accounts for that asset class.

	12/2021- 3/2022	2021	2020	2019	2018
Domestic Equities	(5.41%)	27.45%	20.87%	29.71%	(6.04%)
Russell 3000 Index	(5.28%)	25.66%	20.89%	31.02%	(5.24%)
Large Cap Equities					
Vanguard S&P 500 Index	(4.61%)	28.69%	18.39%	31.46%	(4.42%)
S&P 500 Index	(4.60%)	28.71%	18.40%	31.49%	(4.38%)
Mid Cap Equities					
Fidelity Low Priced Stock	(2.31%)	24.52%	9.32%	25.66%	(10.75%)
Russell MidCap Value Idx	(1.82%)	28.34%	4.96%	27.06%	(12.29%)
Janus Enterprise (1)	(6.91%)	17.50%	20.44%	35.40%	(0.81%)
Russell MidCap Growth Idx	(12.58%)	12.73%	35.59%	35.47%	(4.75%)
Small Cap Equities					
Prudential Small Cap Value (2)	(0.40%)	41.79%	(2.96%)	19.09%	(18.82%)
MSCI US Small Cap Value Idx	(1.21%)	30.61%	2.04%	22.29%	(12.94%)
Russell 2000 Value Index	(2.40%)	28.27%	4.63%	22.39%	(12.86%)
AB US Small Growth (3)	(20.81%)	9.72%	54.10%	36.26%	(0.60%)
Russell 2000 Growth Index	(12.63%)	2.83%	34.63%	28.48%	(9.31%)

(1) Switched share class in July 2016.

(2) Switched share class in September 2015.

(3) Switched to a mutual fund in September 2015.

Investment Manager Returns

The table below details the rates of return for the Fund's investment managers over various time periods. Negative returns are shown in red, positive returns in black. Returns for one year or greater are annualized. The first set of returns for each asset class represents the composite returns for all the fund's accounts for that asset class.

	12/2021- 3/2022	2021	2020	2019	2018
International Equities	(8.82%)	6.37%	15.49%	23.32%	(17.36%)
MSCI ACWI ex-US Index	(5.33%)	8.29%	11.13%	22.13%	(13.77%)
EuroPacific	(12.24%)	2.84%	25.27%	27.40%	(14.91%)
Harbor International (1)	(7.55%)	9.60%	11.17%	22.63%	(17.89%)
Oakmark International (2)	(7.73%)	8.38%	7.03%	24.23%	(23.51%)
Mondrian International	(2.32%)	6.51%	0.36%	18.48%	(12.71%)
MSCI EAFE Index	(5.91%)	11.26%	7.82%	22.01%	(13.79%)
MSCI ACWI ex-US Index	(5.33%)	8.29%	11.13%	22.13%	(13.77%)
T. Rowe Price Intl Small Cap	(17.84%)	8.25%	38.67%	25.96%	(17.63%)
MSCI ACWI ex US Small Cap	(6.52%)	12.93%	14.24%	22.42%	(18.20%)
NinetyOne	(5.20%)	(0.28%)	16.41%	20.91%	(15.80%)
MSCI Emerging Markets Index	(6.97%)	(2.54%)	18.31%	18.44%	(14.57%)
Domestic Fixed Income	(5.70%)	(0.88%)	9.27%	9.00%	(0.28%)
Blmbg Aggregate Index	(5.93%)	(1.54%)	7.51%	8.72%	0.01%
Dodge & Cox Income	(5.21%)	(0.91%)	9.45%	9.73%	(0.31%)
PIMCO	(6.19%)	(0.84%)	8.88%	8.26%	(0.26%)
Blmbg Aggregate Index	(5.93%)	(1.54%)	7.51%	8.72%	0.01%
Infrastructure	1.63%	-	-	-	-
IFM Global Infrastructure	1.22%	-	-	-	-
JP Morgan Infrastructure	2.05%	-	-	-	-
Real Estate	6.24%	22.04%	0.54%	6.42%	6.90%
Real Estate Custom Benchmark (3)(4)	7.77%	21.88%	0.75%	5.18%	7.30%
RREEF Private	6.17%	23.88%	1.12%	6.26%	7.41%
Barings Core Property Fund	6.53%	18.98%	(0.32%)	6.02%	6.34%
NFI-ODCE Equal Weight Net	7.77%	21.88%	0.75%	5.18%	7.30%
625 Kings Court	1.28%	44.26%	5.27%	20.04%	7.51%
Total Fund	(4.62%)	14.54%	15.70%	20.48%	(6.87%)
Total Fund Benchmark*	(3.21%)	14.32%	14.31%	20.50%	(5.07%)

* Current Quarter Target = 37.0% Russell 3000 Index, 25.0% MSCI ACWIxUS Gross, 21.0% Blmbg Aggregate, 11.0% NCREIF NFI-ODCE Eq Wt Net and 6.0% NCREIF NFI-ODCE Eq Wt Net.

(1) Switched share class in June 2016.

(2) Switched to CIT in November 2015.

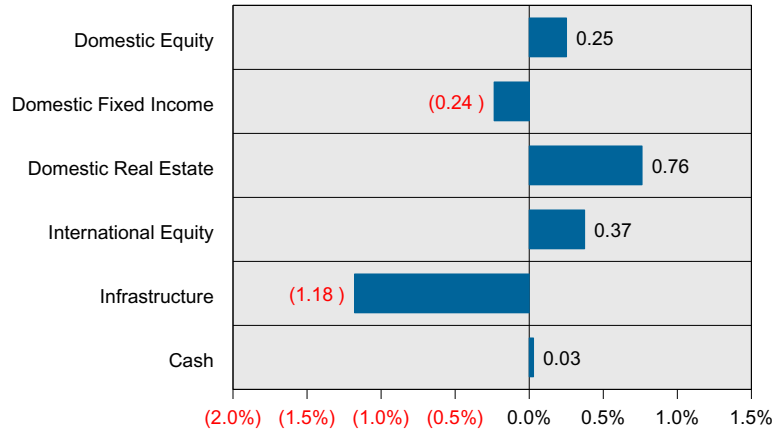
(3) Real Estate Custom Benchmark is 50% NAREIT Composite Index and 50% NFI-ODCE Equal Wt Net through 12/31/2011; 20% NAREIT Composite Index and 80% NFI-ODCE Equal Wt Net through 12/31/2016 and NFI-ODCE Equal Wt Net thereafter.

(4) 3Q benchmark performance has been carried over from 2Q 2020.

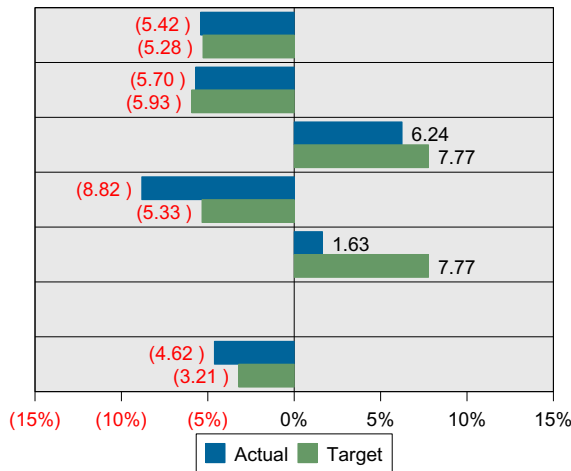
Quarterly Total Fund Relative Attribution - March 31, 2022

The following analysis approaches Total Fund Attribution from the perspective of relative return. Relative return attribution separates and quantifies the sources of total fund excess return relative to its target. This excess return is separated into two relative attribution effects: Asset Allocation Effect and Manager Selection Effect. The Asset Allocation Effect represents the excess return due to the actual total fund asset allocation differing from the target asset allocation. Manager Selection Effect represents the total fund impact of the individual managers excess returns relative to their benchmarks.

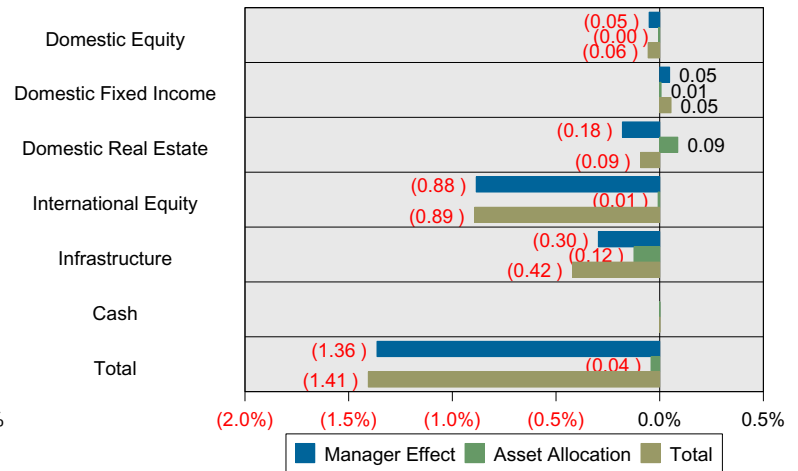
Asset Class Under or Overweighting



Actual vs Target Returns



Relative Attribution by Asset Class



Relative Attribution Effects for Quarter ended March 31, 2022

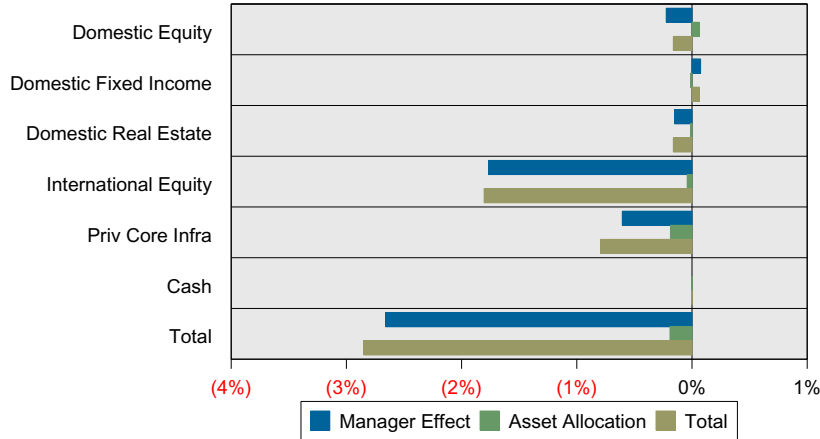
Asset Class	Effective Actual Weight	Effective Target Weight	Actual Return	Target Return	Manager Effect	Asset Allocation	Total Relative Return
Domestic Equity	37%	37%	(5.42%)	(5.28%)	(0.05%)	(0.00%)	(0.06%)
Domestic Fixed Income	21%	21%	(5.70%)	(5.93%)	0.05%	0.01%	0.05%
Domestic Real Estate	12%	11%	6.24%	7.77%	(0.18%)	0.09%	(0.09%)
International Equity	25%	25%	(8.82%)	(5.33%)	(0.88%)	(0.01%)	(0.89%)
Infrastructure	5%	6%	1.63%	7.77%	(0.30%)	(0.12%)	(0.42%)
Cash	0%	0%	0.00%	0.00%	0.00%	0.00%	0.00%
Total			(4.62%)	(3.21%)	(1.36%)	(0.04%)	(1.41%)

* Current Quarter Target = 37.0% Russell 3000 Index, 25.0% MSCI ACWIxUS Gross, 21.0% Blmbg Aggregate, 11.0% NCREIF NFI-ODCE Eq Wt Net and 6.0% NCREIF NFI-ODCE Eq Wt Net.

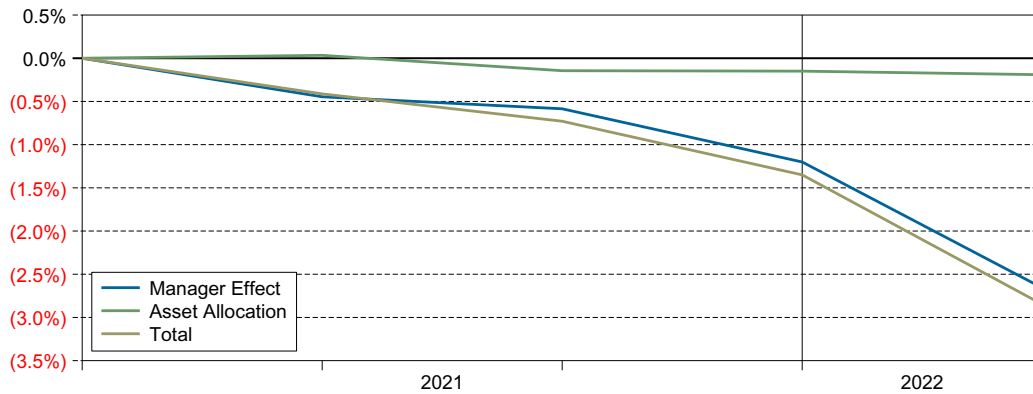
Cumulative Total Fund Relative Attribution - March 31, 2022

The charts below accumulate the Total Fund Attribution Analysis (shown earlier) over multiple periods to examine the cumulative sources of excess total fund performance relative to target. These cumulative results quantify the longer-term sources of total fund excess return relative to target by asset class. These relative attribution effects separate the cumulative sources of total fund excess return into Asset Allocation Effect and Manager Selection Effect.

One Year Relative Attribution Effects



Cumulative Relative Attribution Effects



One Year Relative Attribution Effects

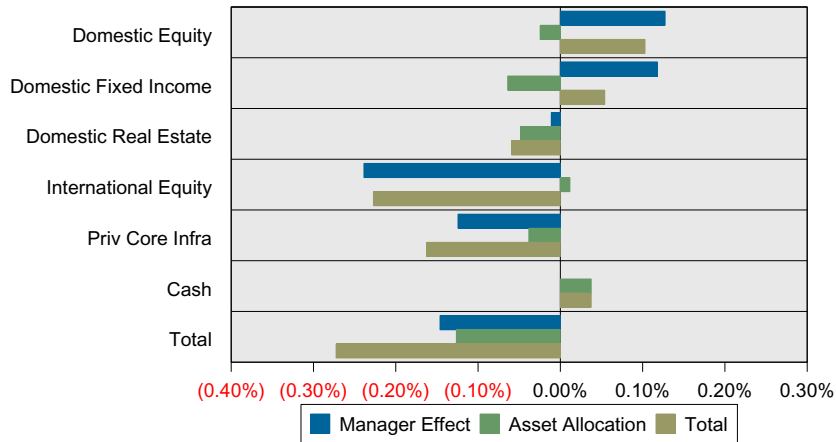
Asset Class	Effective Actual Weight	Effective Target Weight	Actual Return	Target Return	Manager Effect	Asset Allocation	Total Relative Return
Domestic Equity	38%	37%	11.32%	11.92%	(0.22%)	0.06%	(0.16%)
Domestic Fixed Income	21%	21%	(3.83%)	(4.15%)	0.07%	(0.01%)	0.06%
Domestic Real Estate	10%	11%	27.36%	28.69%	(0.15%)	(0.01%)	(0.16%)
International Equity	27%	26%	(7.30%)	(1.04%)	(1.76%)	(0.04%)	(1.80%)
Priv Core Infra	3%	4%	9.16%	28.69%	(0.61%)	(0.19%)	(0.79%)
Cash	0%	0%	0.00%	0.00%	0.00%	(0.00%)	(0.00%)
Total			4.64%	7.48%	+ (2.66%)	+ (0.19%)	(2.85%)

* Current Quarter Target = 37.0% Russell 3000 Index, 25.0% MSCI ACWIxUS Gross, 21.0% Blmbg Aggregate, 11.0% NCREIF NFI-ODCE Eq Wt Net and 6.0% NCREIF NFI-ODCE Eq Wt Net.

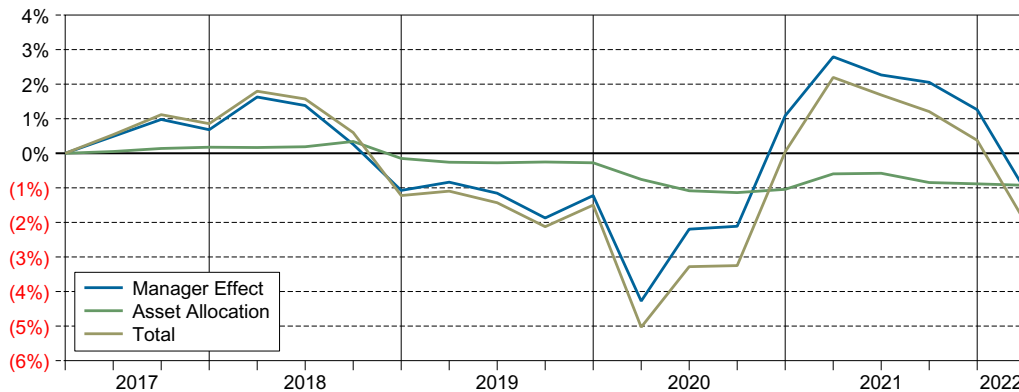
Cumulative Total Fund Relative Attribution - March 31, 2022

The charts below accumulate the Total Fund Attribution Analysis (shown earlier) over multiple periods to examine the cumulative sources of excess total fund performance relative to target. These cumulative results quantify the longer-term sources of total fund excess return relative to target by asset class. These relative attribution effects separate the cumulative sources of total fund excess return into Asset Allocation Effect and Manager Selection Effect.

Five Year Annualized Relative Attribution Effects



Cumulative Relative Attribution Effects



Five Year Annualized Relative Attribution Effects

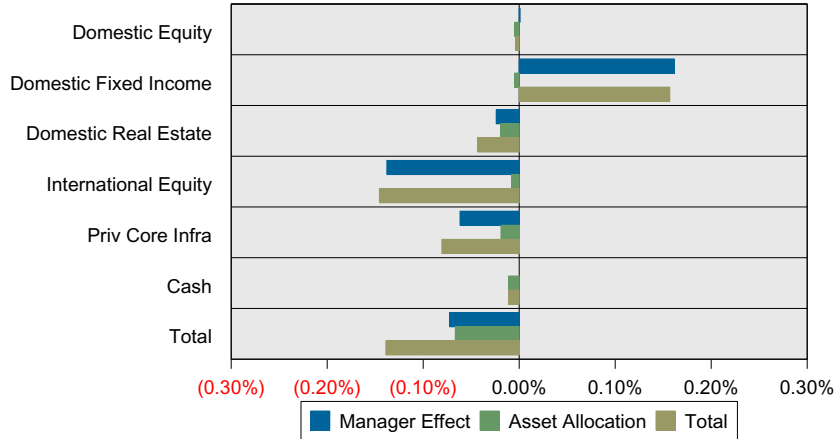
Asset Class	Effective Actual Weight	Effective Target Weight	Actual Return	Target Return	Manager Effect	Asset Allocation	Total Relative Return		
Domestic Equity	39%	38%	15.67%	15.40%	0.13%	(0.02%)	0.10%		
Domestic Fixed Income	21%	22%	2.77%	2.14%	0.12%	(0.06%)	0.05%		
Domestic Real Estate	11%	11%	9.37%	9.46%	(0.01%)	(0.05%)	(0.06%)		
International Equity	28%	28%	6.04%	7.26%	(0.24%)	0.01%	(0.23%)		
Priv Core Infra	1%	1%	-	-	(0.12%)	(0.04%)	(0.16%)		
Cash	0%	0%	(0.00%)	(0.00%)	0.00%	0.04%	0.04%		
Total			9.85%	10.12%	+	(0.15%)	+	(0.13%)	(0.27%)

* Current Quarter Target = 37.0% Russell 3000 Index, 25.0% MSCI ACWIxUS Gross, 21.0% Blmbg Aggregate, 11.0% NCREIF NFI-ODCE Eq Wt Net and 6.0% NCREIF NFI-ODCE Eq Wt Net.

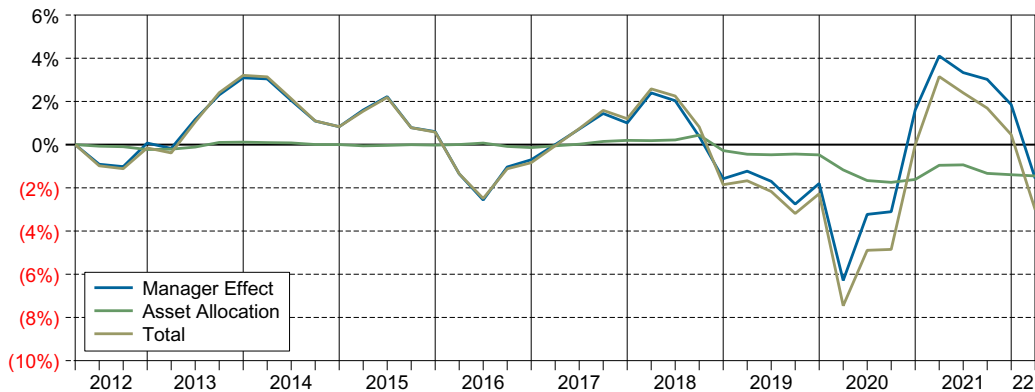
Cumulative Total Fund Relative Attribution - March 31, 2022

The charts below accumulate the Total Fund Attribution Analysis (shown earlier) over multiple periods to examine the cumulative sources of excess total fund performance relative to target. These cumulative results quantify the longer-term sources of total fund excess return relative to target by asset class. These relative attribution effects separate the cumulative sources of total fund excess return into Asset Allocation Effect and Manager Selection Effect.

Ten Year Annualized Relative Attribution Effects



Cumulative Relative Attribution Effects



Ten Year Annualized Relative Attribution Effects

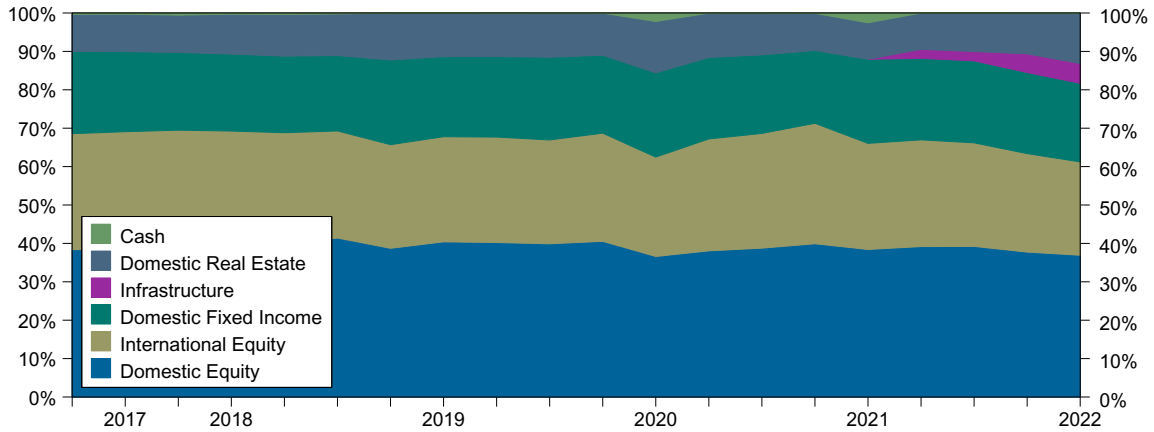
Asset Class	Effective Actual Weight	Effective Target Weight	Actual Return	Target Return	Manager Effect	Asset Allocation	Total Relative Return
Domestic Equity	39%	38%	14.22%	14.28%	0.00%	(0.00%)	(0.00%)
Domestic Fixed Income	24%	25%	2.98%	2.24%	0.16%	(0.00%)	0.16%
Domestic Real Estate	10%	10%	9.93%	10.18%	(0.02%)	(0.02%)	(0.04%)
International Equity	27%	27%	5.31%	6.04%	(0.14%)	(0.01%)	(0.15%)
Priv Core Infra	0%	0%	-	-	(0.06%)	(0.02%)	(0.08%)
Cash	0%	0%	0.00%	0.00%	0.00%	(0.01%)	(0.01%)
Total			8.93%	9.07%	(0.07%)	(0.07%)	(0.14%)

* Current Quarter Target = 37.0% Russell 3000 Index, 25.0% MSCI ACWIxUS Gross, 21.0% Blmbg Aggregate, 11.0% NCREIF NFI-ODCE Eq Wt Net and 6.0% NCREIF NFI-ODCE Eq Wt Net.

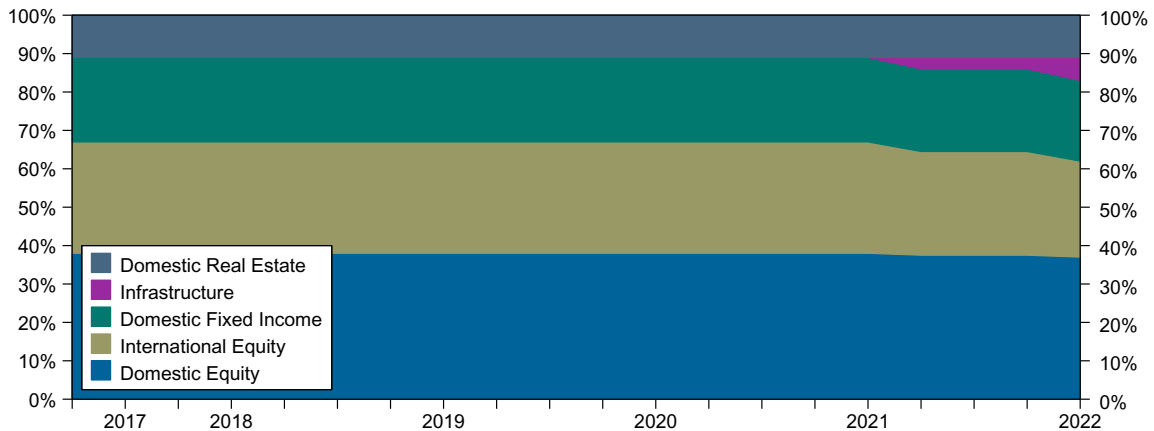
Actual vs Target Historical Asset Allocation

The Historical asset allocation for a fund is by far the largest factor explaining its performance. The charts below show the fund's historical actual asset allocation, the fund's historical target asset allocation, and the historical asset allocation of the average fund in the Callan Public Fund Sponsor Database.

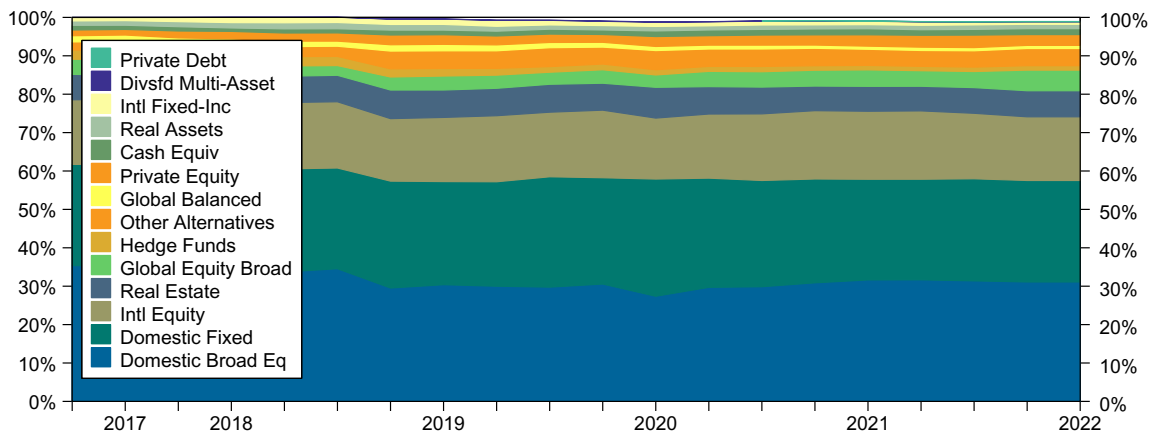
Actual Historical Asset Allocation



Target Historical Asset Allocation



Average Callan Public Fund Sponsor Database Historical Asset Allocation

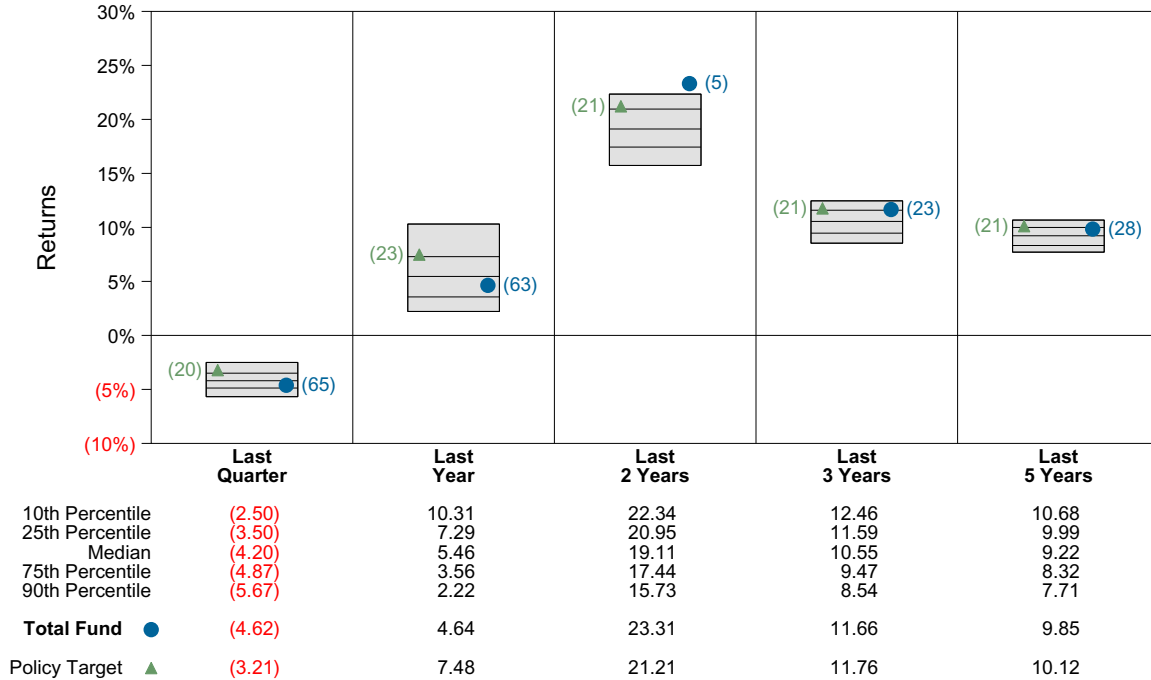


* Current Quarter Target = 37.0% Russell 3000 Index, 25.0% MSCI ACWIxUS Gross, 21.0% Blmbg Aggregate, 11.0% NCREIF NFI-ODCE Eq Wt Net and 6.0% NCREIF NFI-ODCE Eq Wt Net.

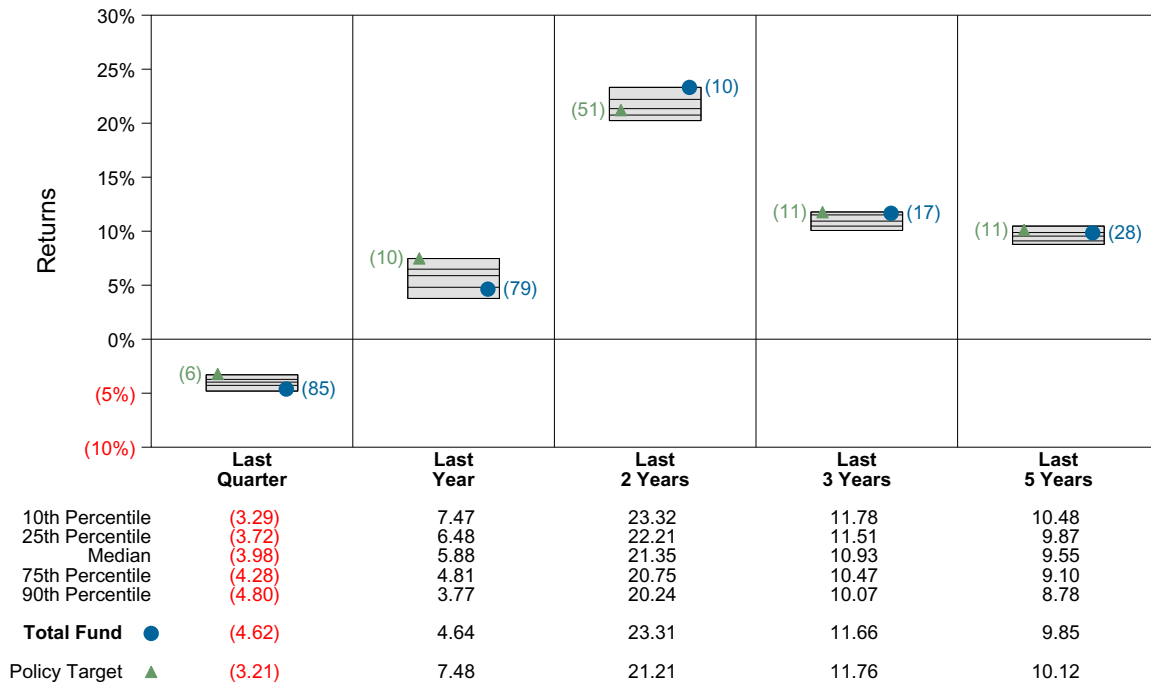
Total Fund Ranking

The first two charts show the ranking of the Total Fund's performance relative to that of the Callan Public Fund Sponsor Database for periods ended March 31, 2022. The first chart is a standard unadjusted ranking. In the second chart each fund in the database is adjusted to have the same historical asset allocation as that of the Total Fund.

Callan Public Fund Sponsor Database



Asset Allocation Adjusted Ranking



* Current Quarter Target = 37.0% Russell 3000 Index, 25.0% MSCI ACWIxUS Gross, 21.0% Blmbg Aggregate, 11.0% NCREIF NFI-ODCE Eq Wt Net and 6.0% NCREIF NFI-ODCE Eq Wt Net.

Total Fund

Period Ended March 31, 2022

Investment Philosophy

The Public Fund Sponsor Database consists of public employee pension total funds including both Callan LLC client and surveyed non-client funds.

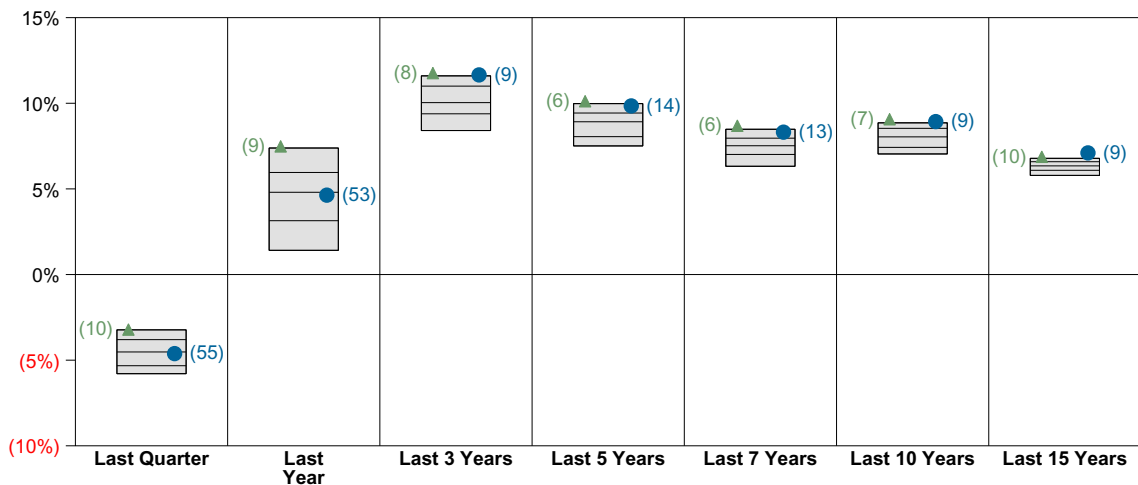
Quarterly Summary and Highlights

- Total Fund's portfolio posted a (4.62)% return for the quarter placing it in the 55 percentile of the Callan Public Fund Sponsor Database group for the quarter and in the 53 percentile for the last year.
- Total Fund's portfolio underperformed the Total Fund Benchmark by 1.41% for the quarter and underperformed the Total Fund Benchmark for the year by 2.85%.

Quarterly Asset Growth

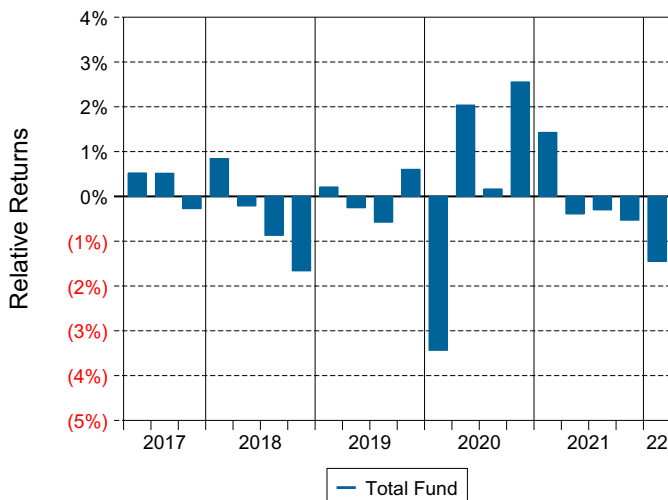
Beginning Market Value	\$713,180,549
Net New Investment	\$6,534,962
Investment Gains/(Losses)	\$-33,300,817
Ending Market Value	\$686,414,694

Performance vs Callan Public Fund Sponsor Database (Net)

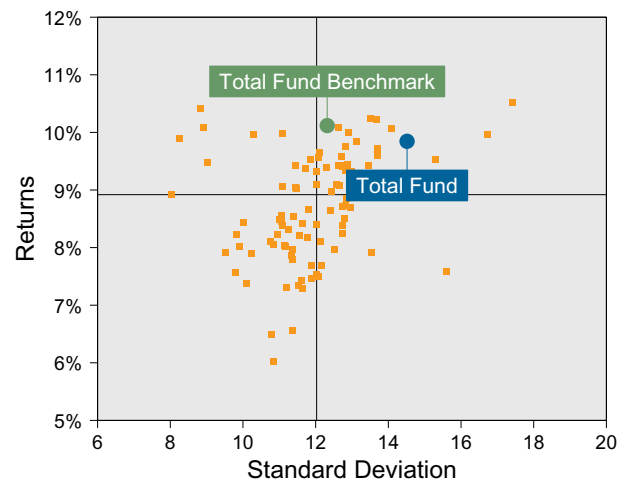


10th Percentile	(3.23)	7.39	11.60	9.98	8.48	8.86	6.78
25th Percentile	(3.80)	5.96	11.00	9.43	7.96	8.54	6.59
Median	(4.52)	4.80	10.04	8.92	7.52	8.04	6.34
75th Percentile	(5.32)	3.14	9.38	8.05	7.01	7.43	6.09
90th Percentile	(5.79)	1.41	8.41	7.51	6.32	7.04	5.79
Total Fund ●	(4.62)	4.64	11.66	9.85	8.31	8.93	7.10
Total Fund Benchmark ▲	(3.21)	7.48	11.76	10.12	8.69	9.07	6.88

Relative Return vs Total Fund Benchmark



Callan Public Fund Sponsor Database (Net) Annualized Five Year Risk vs Return

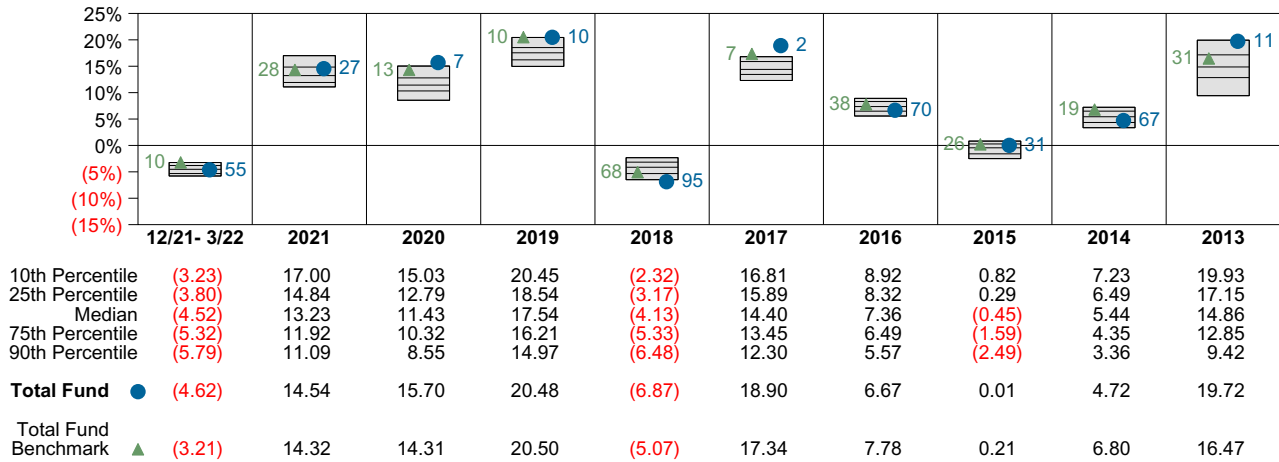


Total Fund Return Analysis Summary

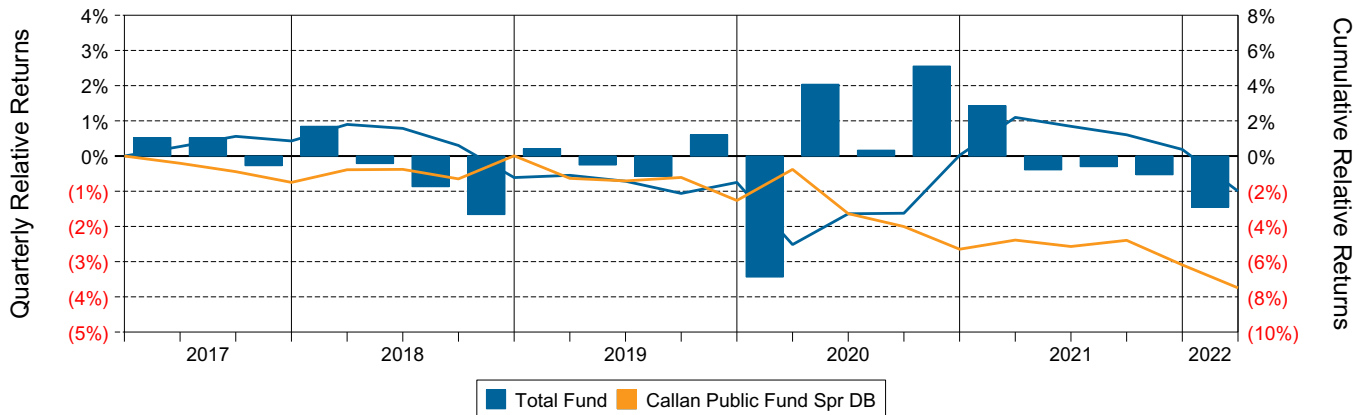
Return Analysis

The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

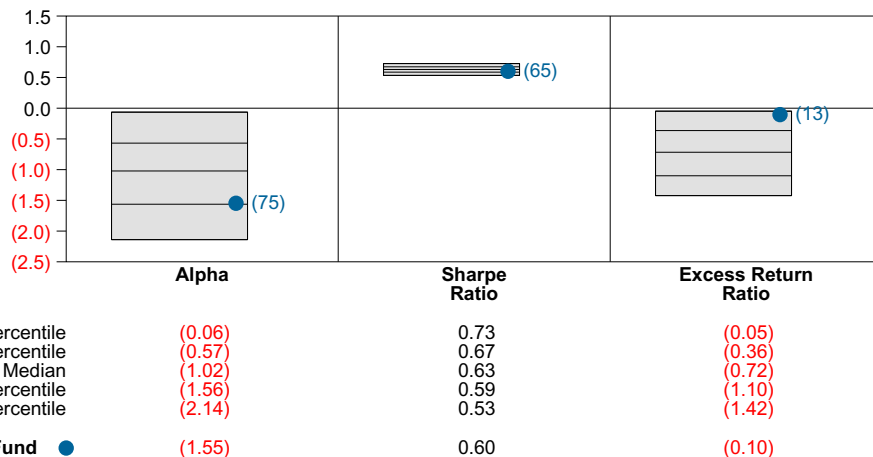
Performance vs Callan Public Fund Sponsor Database (Net)



Cumulative and Quarterly Relative Returns vs Total Fund Benchmark



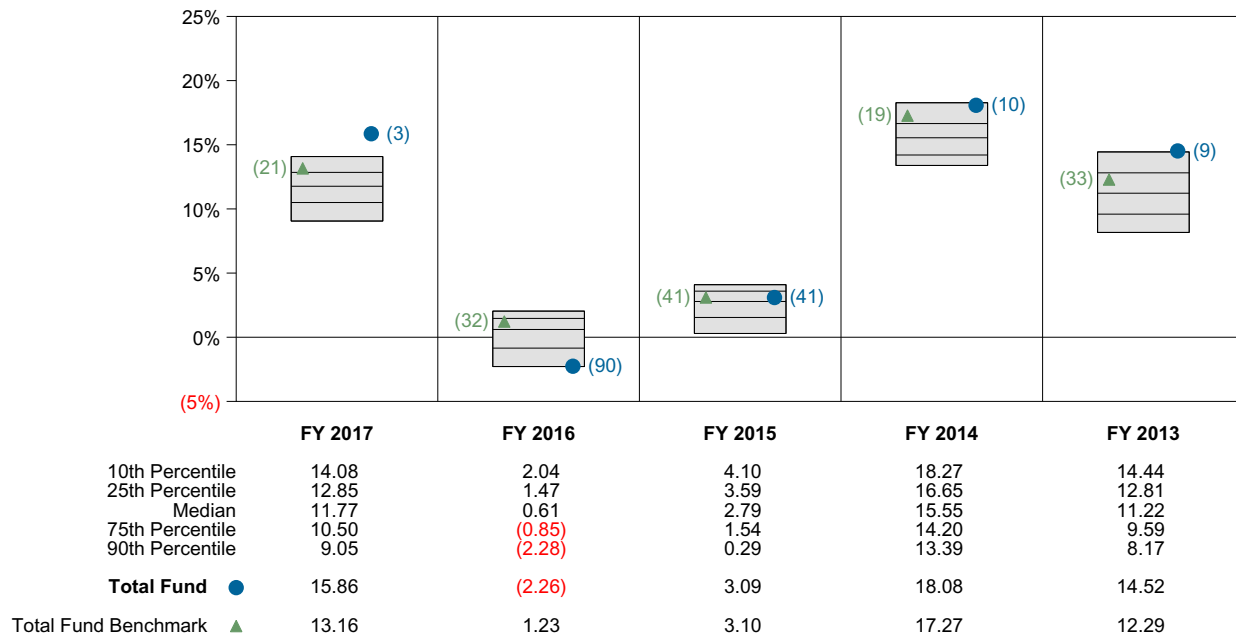
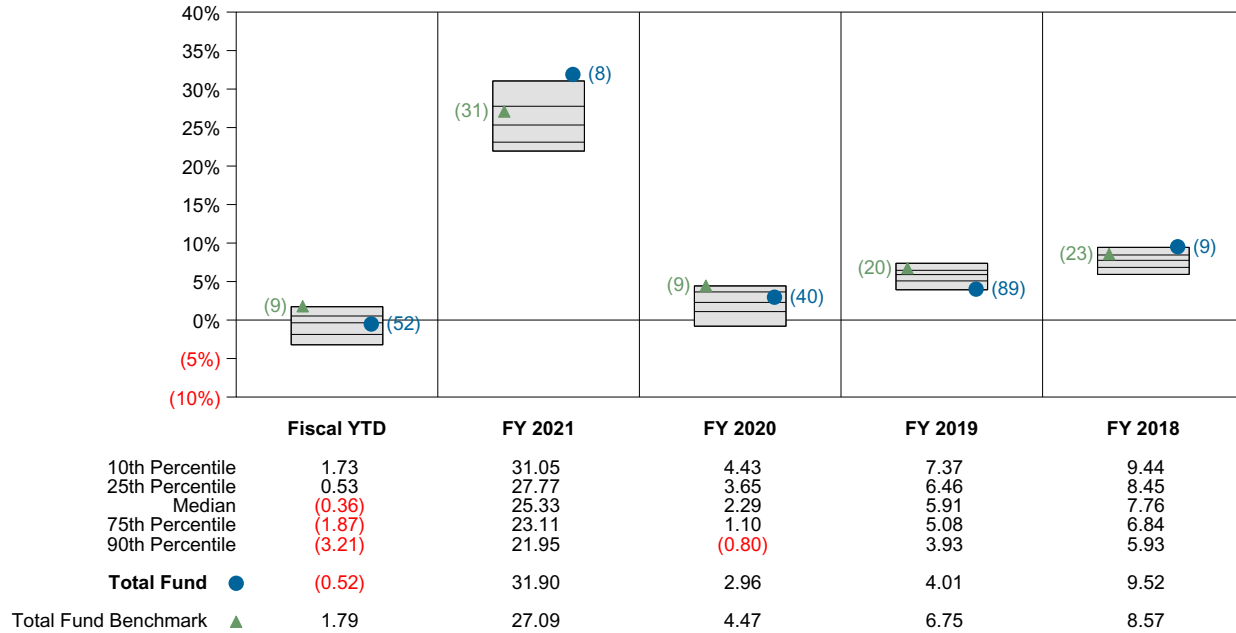
Risk Adjusted Return Measures vs Total Fund Benchmark Rankings Against Callan Public Fund Sponsor Database (Net) Five Years Ended March 31, 2022



Mendocino County Employees' Retirement Association Performance vs Callan Public Fund Sponsor Database Periods Ended March 31, 2022

Return Ranking

The chart below illustrates fund rankings over various periods versus the Callan Public Fund Sponsor Database. The bars represent the range of returns from the 10th percentile to the 90th percentile for each period for all funds in the Callan Public Fund Sponsor Database. The numbers to the right of the bar represent the percentile rankings of the fund being analyzed. The table below the chart details the rates of return plotted in the graph above.



* Current Quarter Target = 37.0% Russell 3000 Index, 25.0% MSCI ACWIxUS Gross, 21.0% Blmbg Aggregate, 11.0% NCREIF NFI-ODCE Eq Wt Net and 6.0% NCREIF NFI-ODCE Eq Wt Net.

Domestic Equity Composite Period Ended March 31, 2022

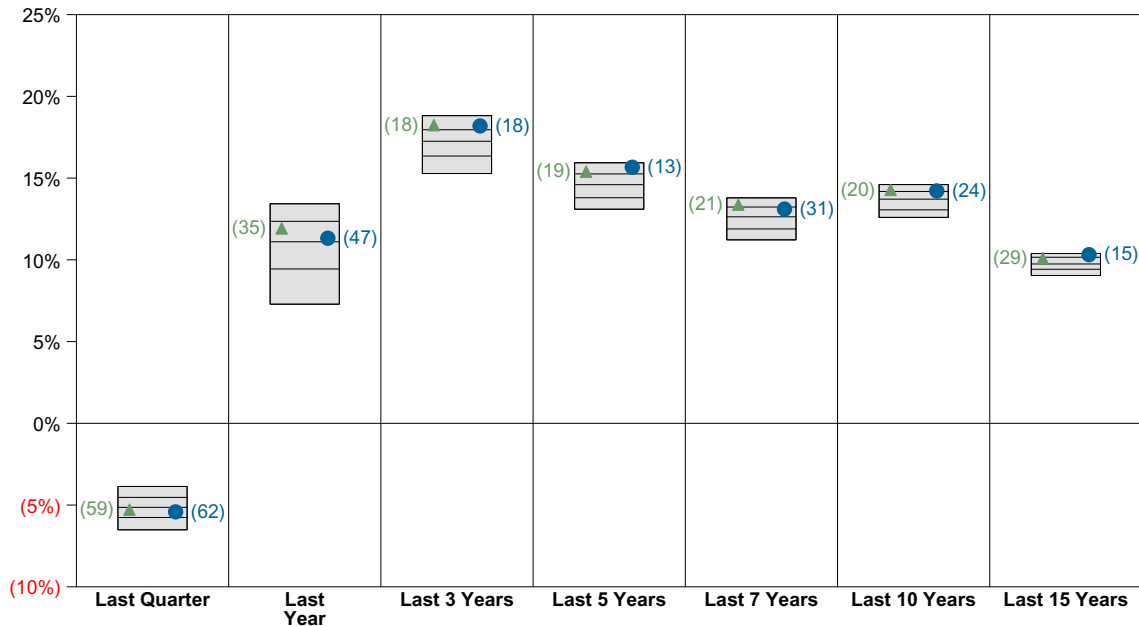
Quarterly Summary and Highlights

- Domestic Equity Composite's portfolio posted a (5.41)% return for the quarter placing it in the 62 percentile of the Public Fund - Domestic Equity group for the quarter and in the 47 percentile for the last year.
- Domestic Equity Composite's portfolio underperformed the Russell 3000 Index by 0.14% for the quarter and underperformed the Russell 3000 Index for the year by 0.60%.

Quarterly Asset Growth

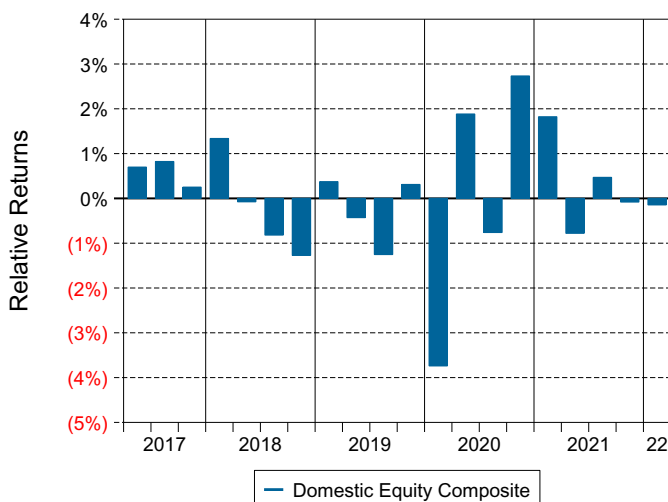
Beginning Market Value	\$269,122,386
Net New Investment	\$-1,200,000
Investment Gains/(Losses)	\$-14,544,210
Ending Market Value	\$253,378,175

Performance vs Public Fund - Domestic Equity (Net)

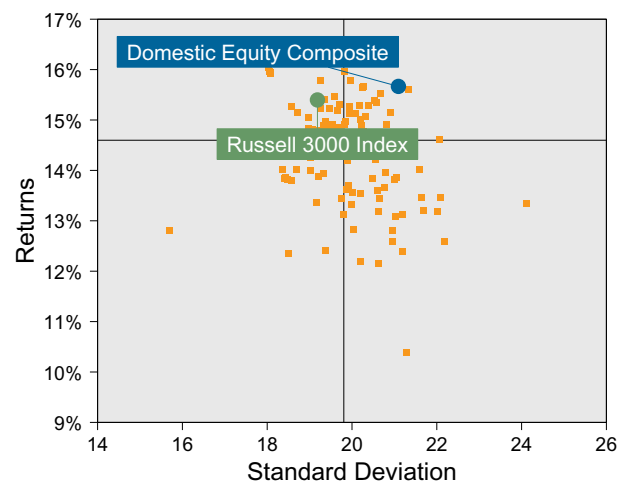


10th Percentile	(3.86)	13.43	18.82	15.94	13.79	14.61	10.39
25th Percentile	(4.53)	12.36	17.96	15.26	13.23	14.18	10.16
Median	(5.14)	11.11	17.25	14.60	12.63	13.71	9.75
75th Percentile	(5.76)	9.44	16.35	13.80	11.89	13.06	9.42
90th Percentile	(6.51)	7.29	15.28	13.10	11.22	12.60	9.04
Domestic Equity Composite	● (5.41)	11.32	18.19	15.67	13.11	14.22	10.32
Russell 3000 Index	▲ (5.28)	11.92	18.24	15.40	13.38	14.28	10.10

Relative Return vs Russell 3000 Index



Public Fund - Domestic Equity (Net) Annualized Five Year Risk vs Return

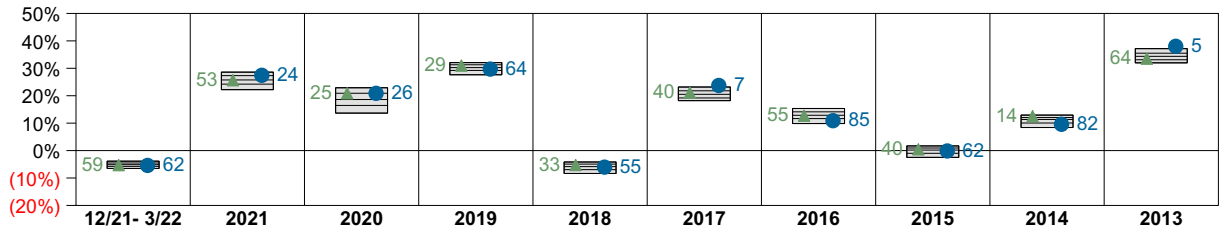


Domestic Equity Composite Return Analysis Summary

Return Analysis

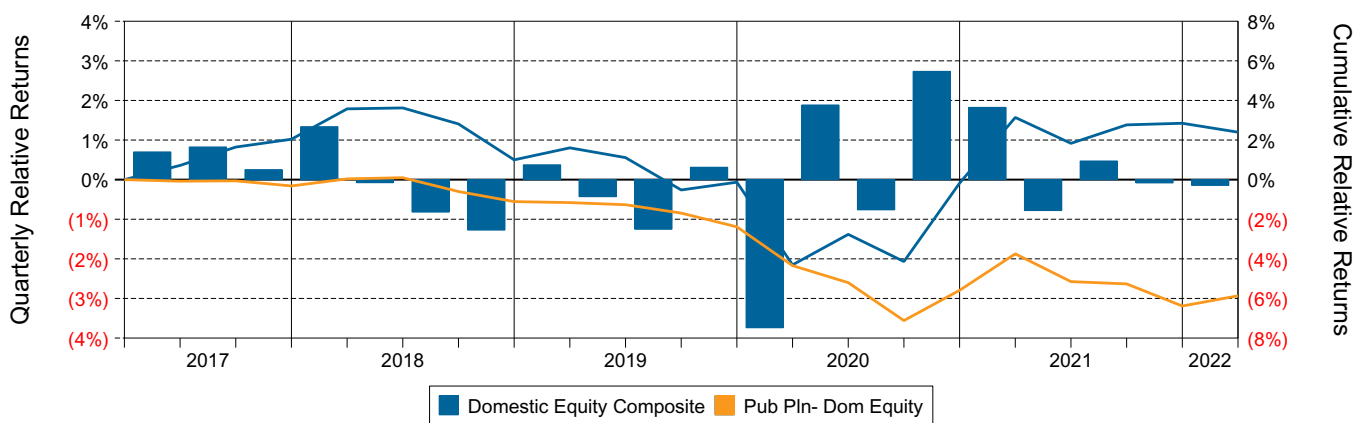
The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

Performance vs Public Fund - Domestic Equity (Net)

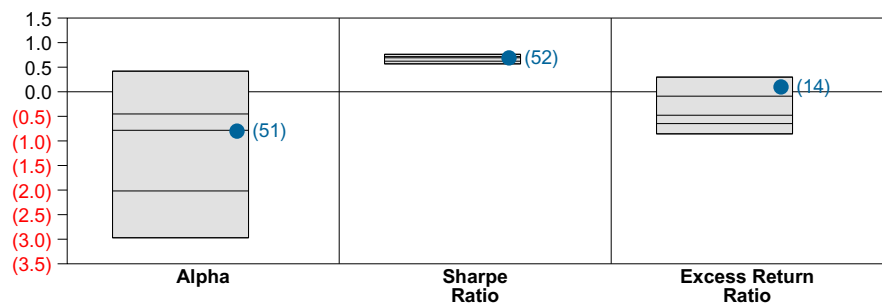


10th Percentile	(3.86)	28.60	22.90	32.07	(4.16)	23.18	15.35	1.70	12.93	37.17
25th Percentile	(4.53)	27.33	20.90	31.29	(4.93)	21.80	14.12	0.94	12.05	35.51
Median	(5.14)	25.75	18.62	30.26	(5.84)	20.51	12.87	0.18	11.34	34.36
75th Percentile	(5.76)	24.22	16.46	29.23	(6.96)	19.19	11.66	(0.99)	10.05	33.11
90th Percentile	(6.51)	22.21	13.66	27.64	(8.34)	18.21	9.86	(2.48)	8.41	31.99
Domestic Equity Composite	(5.41)	27.45	20.87	29.71	(6.04)	23.74	10.90	(0.15)	9.59	38.02
Russell 3000 Index	(5.28)	25.66	20.89	31.02	(5.24)	21.13	12.74	0.48	12.56	33.55

Cumulative and Quarterly Relative Returns vs Russell 3000 Index



Risk Adjusted Return Measures vs Russell 3000 Index Rankings Against Public Fund - Domestic Equity (Net) Five Years Ended March 31, 2022



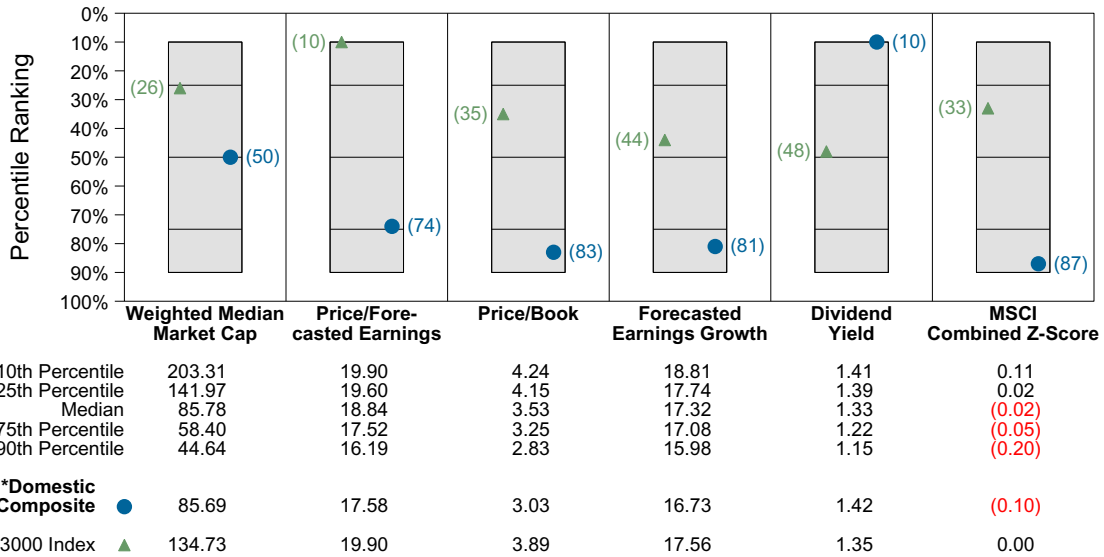
10th Percentile	0.42	0.76	0.30
25th Percentile	(0.45)	0.72	(0.09)
Median	(0.78)	0.69	(0.48)
75th Percentile	(2.02)	0.62	(0.65)
90th Percentile	(2.97)	0.57	(0.86)
Domestic Equity Composite	(0.80)	0.69	0.10

Domestic Equity Composite Equity Characteristics Analysis Summary

Portfolio Characteristics

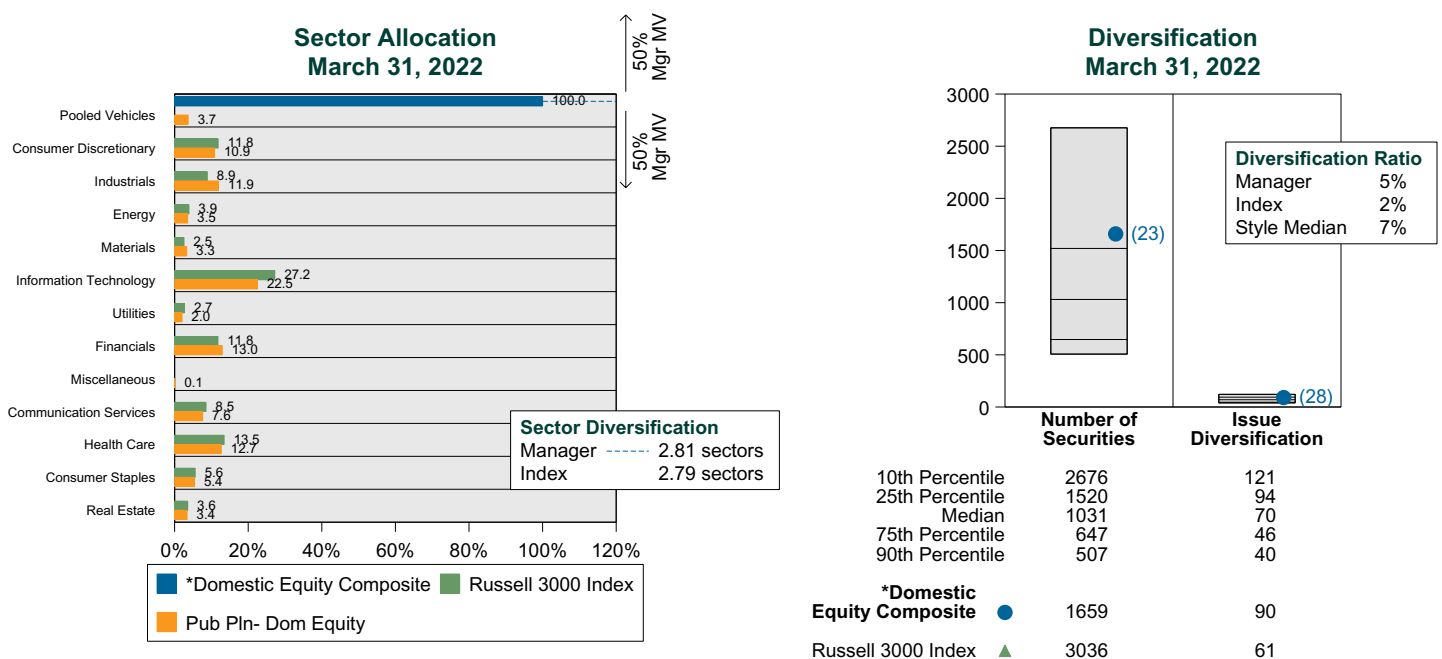
This graph compares the manager's portfolio characteristics with the range of characteristics for the portfolios which make up the manager's style group. This analysis illustrates whether the manager's current holdings are consistent with other managers employing the same style.

Portfolio Characteristics Percentile Rankings Rankings Against Public Fund - Domestic Equity as of March 31, 2022



Sector Weights

The graph below contrasts the manager's sector weights with those of the benchmark and median sector weights across the members of the peer group. The magnitude of sector weight differences from the index and the manager's sector diversification are also shown. Diversification by number and concentration of holdings are also compared to the benchmark and peer group. Issue Diversification represents by count, and Diversification Ratio by percent, the number of holdings that account for half of the portfolio's market value.

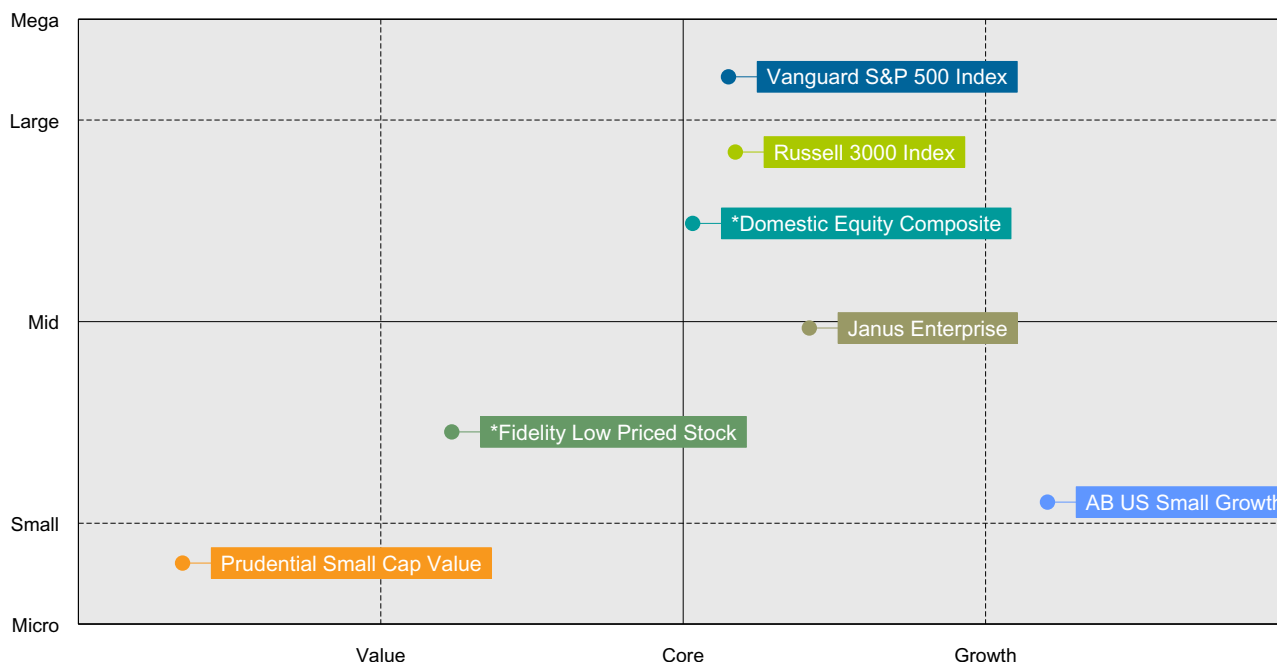


*3/31/22 portfolio characteristics generated using most recently available holdings (1/31/22) modified based on a "buy-and-hold" assumption (repriced and adjusted for corporate actions). Analysis is then done using current market and company financial data.

Holdings Based Style Analysis For One Quarter Ended March 31, 2022

This page analyzes and compares the investment styles of multiple portfolios using a detailed holdings-based style analysis methodology. The size component of style is measured by the weighted median market capitalization of the holdings. The value/core/growth style dimension is captured by the "Combined Z-Score" of the portfolio. This score is based on eight fundamental factors used in the MSCI stock style scoring system. The table below gives a more detailed breakdown of several relevant style metrics on the portfolios.

Style Map Holdings for One Quarter Ended March 31, 2022



	Weight %	Wtd Median Mkt Cap	Combined Z-Score	Growth Z-Score	Value Z-Score	Number of Securities	Security Diversification
Vanguard S&P 500 Index	71.05%	203.68	(0.02)	(0.02)	(0.01)	504	39.45
*Fidelity Low Priced Stock	7.85%	9.80	(0.65)	(0.11)	0.54	838	30.02
Janus Enterprise	7.36%	17.70	0.18	(0.04)	(0.23)	76	20.97
Prudential Small Cap Value	7.90%	1.93	(1.26)	(0.25)	1.01	303	79.39
AB US Small Growth	5.84%	4.47	0.77	0.19	(0.58)	98	32.54
*Domestic Equity Composite	100.00%	85.69	(0.10)	(0.04)	0.07	1659	90.44
Russell 3000 Index	-	134.73	0.00	(0.02)	(0.02)	3036	61.40

*3/31/22 portfolio characteristics generated using most recently available holdings (1/31/22) modified based on a "buy-and-hold" assumption (repriced and adjusted for corporate actions). Analysis is then done using current market and company financial data.

Vanguard S&P 500 Index Period Ended March 31, 2022

Investment Philosophy

Vanguard's Institutional Index Fund is passively administered using a "full replication" approach. Under this method, the fund holds all of the 500 underlying securities in proportion to their weighting in the index. The fund remains fully invested in equities at all times and does not make judgement calls on the direction of the S&P 500 Index. Portfolio was funded September 2013. Historical returns are that of the manager's composite.

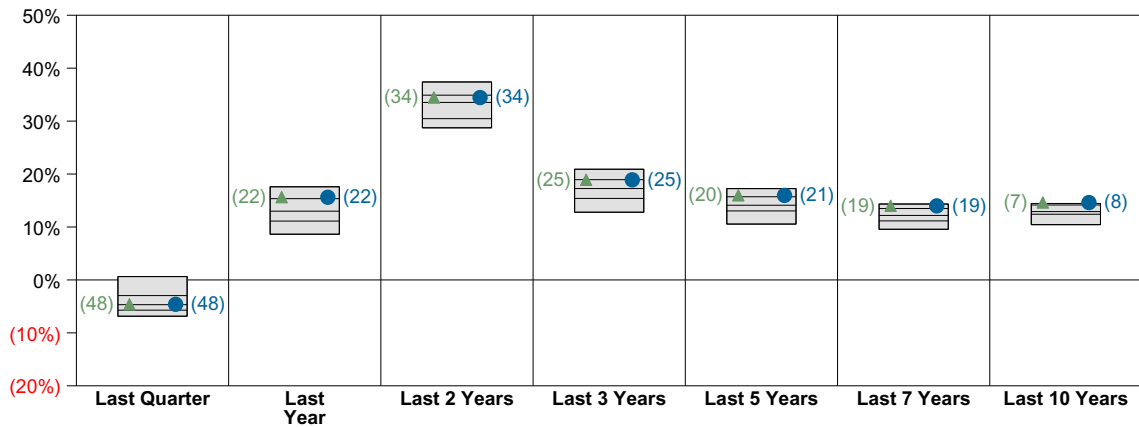
Quarterly Summary and Highlights

- Vanguard S&P 500 Index's portfolio posted a (4.61)% return for the quarter placing it in the 48 percentile of the Callan Large Cap Core Mutual Funds group for the quarter and in the 22 percentile for the last year.
- Vanguard S&P 500 Index's portfolio underperformed the S&P 500 Index by 0.01% for the quarter and underperformed the S&P 500 Index for the year by 0.03%.

Quarterly Asset Growth

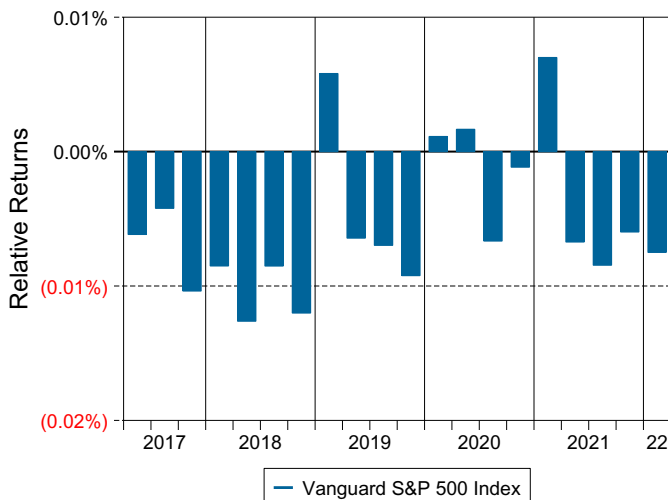
Beginning Market Value	\$189,943,091
Net New Investment	\$-1,200,000
Investment Gains/(Losses)	\$-8,722,131
Ending Market Value	\$180,020,959

Performance vs Callan Large Cap Core Mutual Funds (Net)

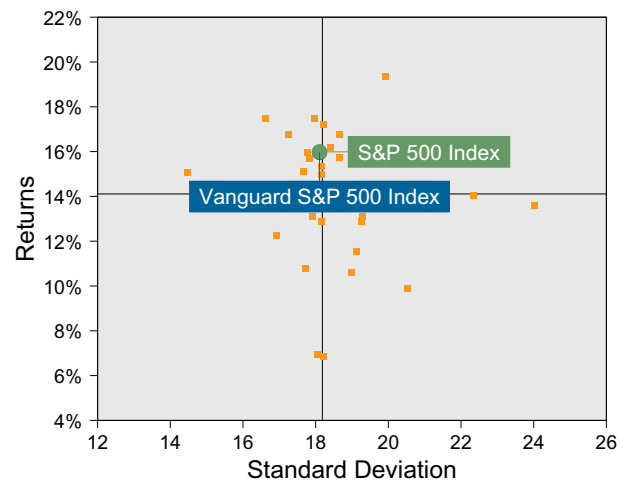


10th Percentile	0.63	17.60	37.40	20.91	17.25	14.34	14.44
25th Percentile	(2.96)	15.35	34.90	18.94	15.71	13.49	14.15
Median	(4.68)	12.99	33.53	17.26	14.11	12.18	12.91
75th Percentile	(5.72)	11.12	30.46	15.39	13.03	11.15	12.40
90th Percentile	(6.86)	8.63	28.73	12.79	10.55	9.56	10.44
Vanguard S&P 500 Index	● (4.61)	15.61	34.45	18.91	15.96	13.98	14.61
S&P 500 Index	▲ (4.60)	15.65	34.47	18.92	15.99	14.01	14.64

Relative Return vs S&P 500 Index



Callan Large Cap Core Mutual Funds (Net) Annualized Five Year Risk vs Return

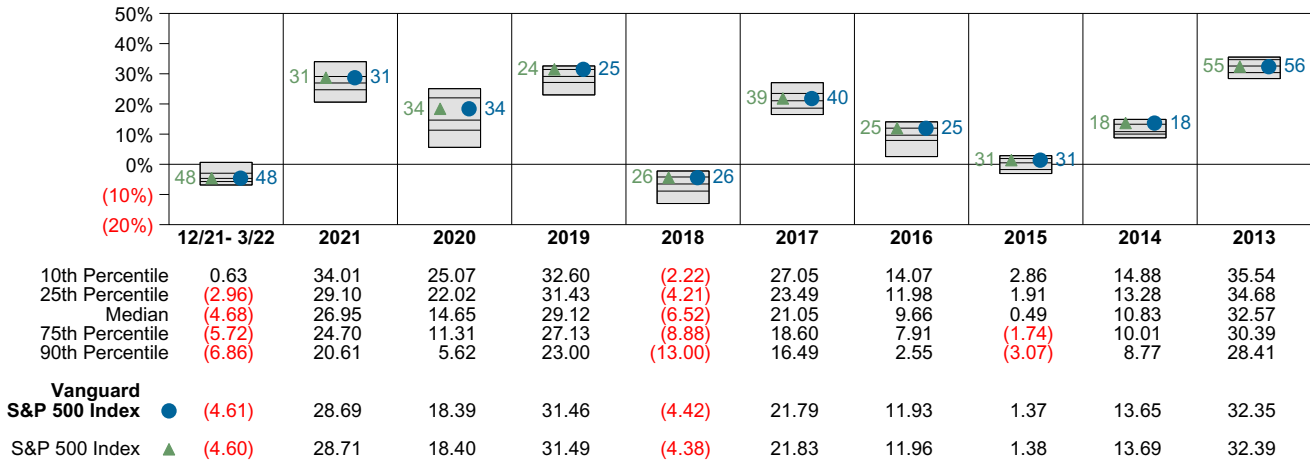


Vanguard S&P 500 Index Return Analysis Summary

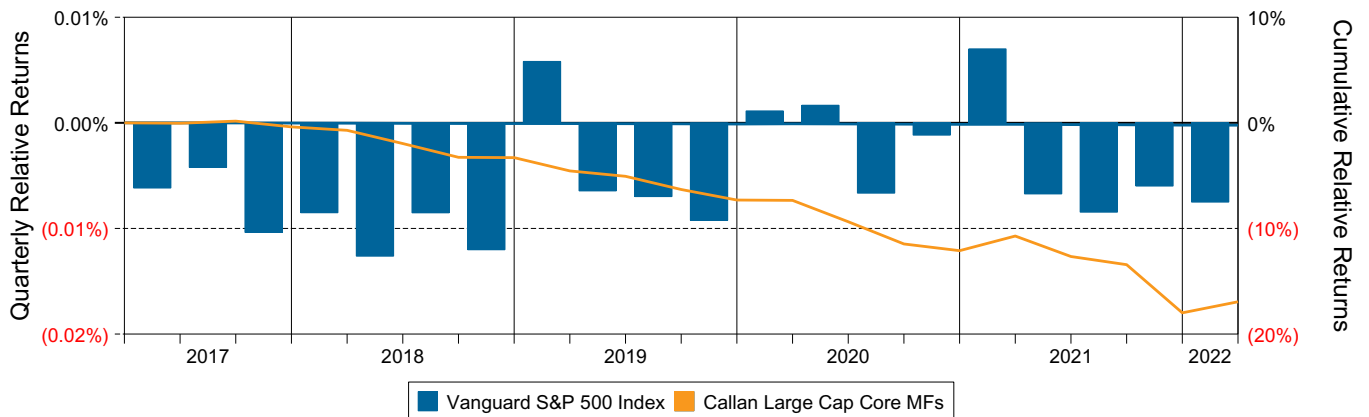
Return Analysis

The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

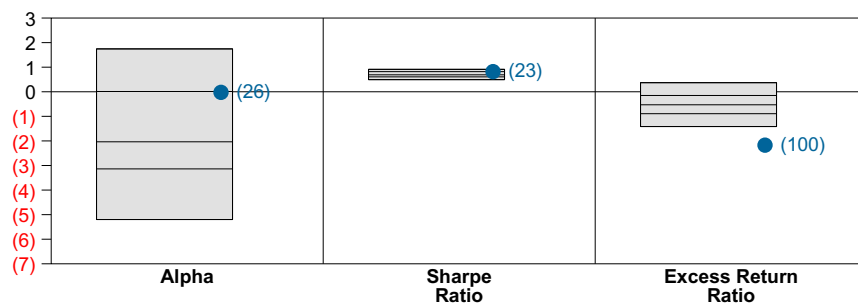
Performance vs Callan Large Cap Core Mutual Funds (Net)



Cumulative and Quarterly Relative Returns vs S&P 500 Index



Risk Adjusted Return Measures vs S&P 500 Index Rankings Against Callan Large Cap Core Mutual Funds (Net) Five Years Ended March 31, 2022



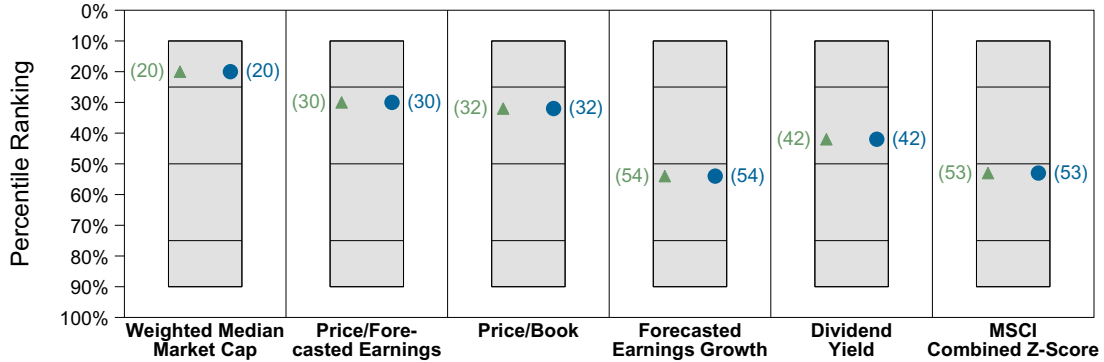
	Alpha	Sharpe Ratio	Excess Return Ratio
10th Percentile	1.74	0.91	0.37
25th Percentile	0.01	0.82	(0.15)
Median	(2.04)	0.69	(0.53)
75th Percentile	(3.14)	0.61	(0.89)
90th Percentile	(5.20)	0.49	(1.42)
Vanguard S&P 500 Index	● (0.02)	0.82	(2.17)

Vanguard S&P 500 Index Equity Characteristics Analysis Summary

Portfolio Characteristics

This graph compares the manager's portfolio characteristics with the range of characteristics for the portfolios which make up the manager's style group. This analysis illustrates whether the manager's current holdings are consistent with other managers employing the same style.

Portfolio Characteristics Percentile Rankings Rankings Against Callan Large Cap Core Mutual Funds as of March 31, 2022

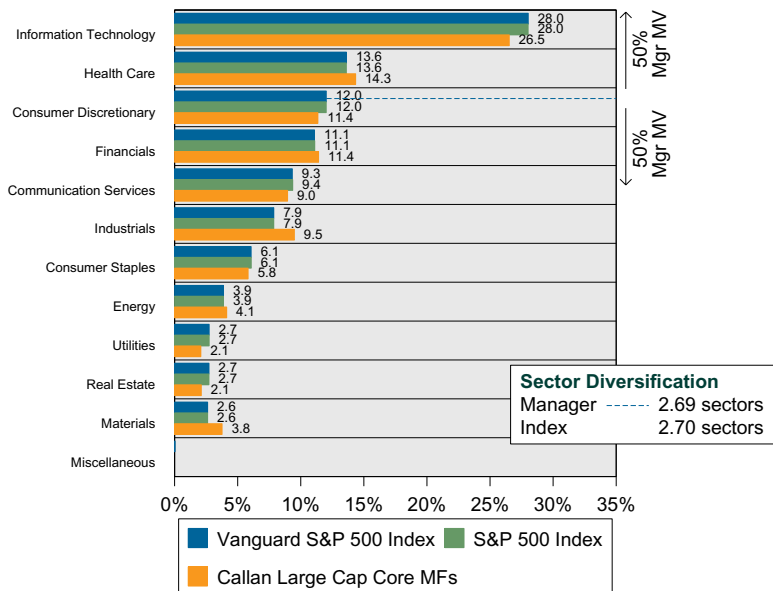


	Weighted Median Market Cap	Price/Forecasted Earnings	Price/Book	Forecasted Earnings Growth	Dividend Yield	MSCI Combined Z-Score
10th Percentile	220.60	21.31	5.04	22.37	1.91	0.19
25th Percentile	190.44	19.83	4.35	19.90	1.63	0.08
Median	156.98	17.90	3.82	18.67	1.34	0.02
75th Percentile	81.89	15.89	3.11	15.73	1.20	(0.34)
90th Percentile	51.75	12.37	2.39	14.32	1.08	(0.58)
Vanguard S&P 500 Index	203.68	19.67	4.27	17.77	1.39	(0.02)
S&P 500 Index	203.52	19.65	4.25	17.77	1.39	(0.02)

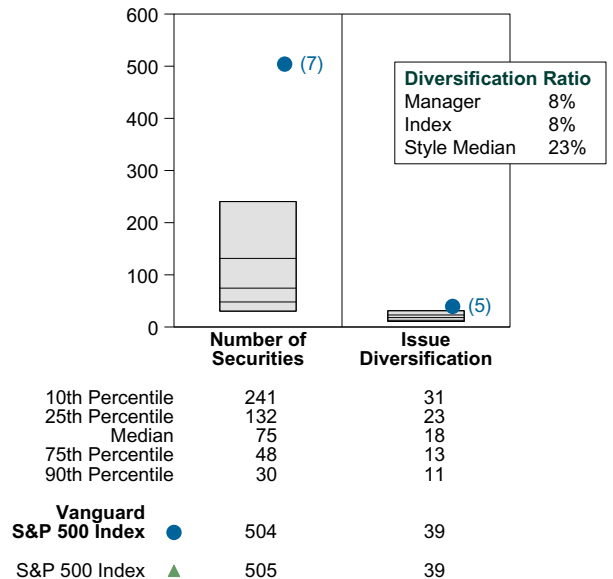
Sector Weights

The graph below contrasts the manager's sector weights with those of the benchmark and median sector weights across the members of the peer group. The magnitude of sector weight differences from the index and the manager's sector diversification are also shown. Diversification by number and concentration of holdings are also compared to the benchmark and peer group. Issue Diversification represents by count, and Diversification Ratio by percent, the number of holdings that account for half of the portfolio's market value.

Sector Allocation March 31, 2022



Diversification March 31, 2022



Fidelity Low Priced Stock Period Ended March 31, 2022

Investment Philosophy

Longtime portfolio manager Joel Tillinghast and a dedicated small cap team at Fidelity utilize a fundamental, bottom-up investment process to identify stocks priced at \$35 or less or with an earnings yield in excess of the Russell 2000 index at time of purchase. Candidates must also exhibit modest valuations, good return on capital, strong or improving cash flows, and improving business environments. The portfolio is well diversified and may invest in up to 35% outside the U.S. and is well diversified with between 600 and 1000 holdings.

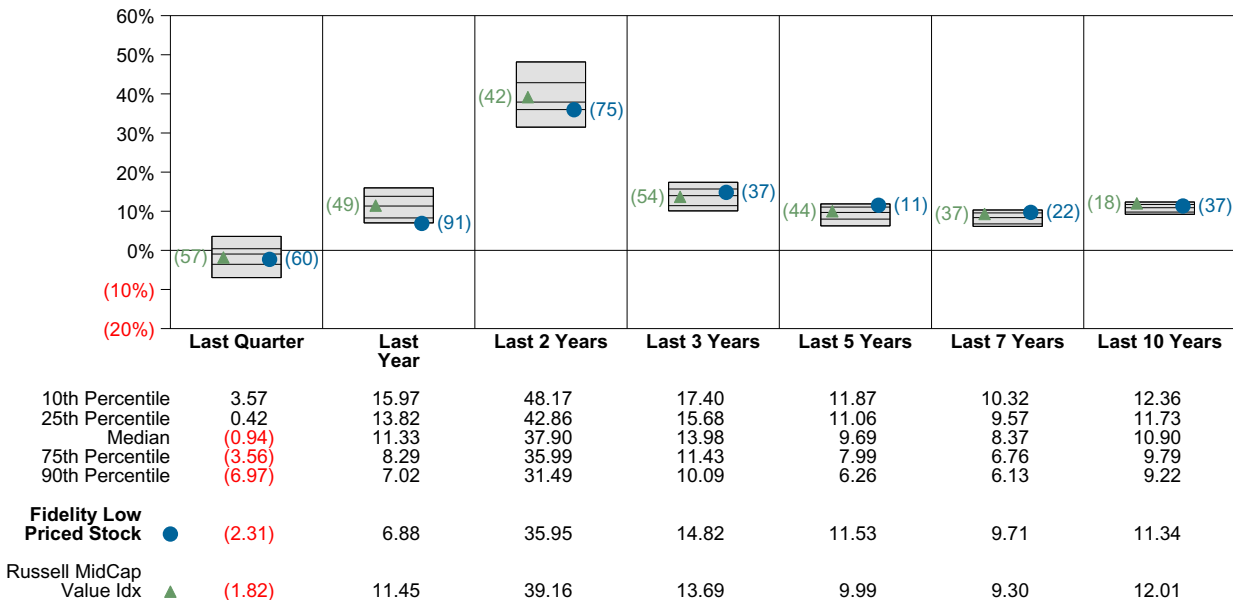
Quarterly Summary and Highlights

- Fidelity Low Priced Stock's portfolio posted a (2.31)% return for the quarter placing it in the 60 percentile of the Callan Mid Cap Value Mutual Funds group for the quarter and in the 91 percentile for the last year.
- Fidelity Low Priced Stock's portfolio underperformed the Russell MidCap Value Idx by 0.48% for the quarter and underperformed the Russell MidCap Value Idx for the year by 4.57%.

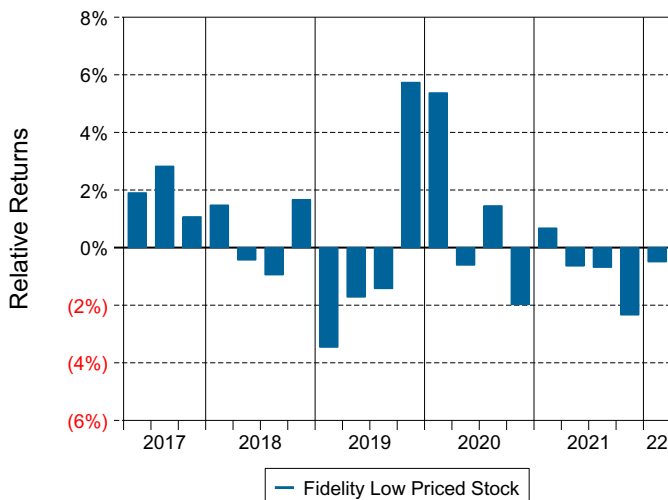
Quarterly Asset Growth

Beginning Market Value	\$20,357,577
Net New Investment	\$0
Investment Gains/(Losses)	\$-469,295
Ending Market Value	\$19,888,282

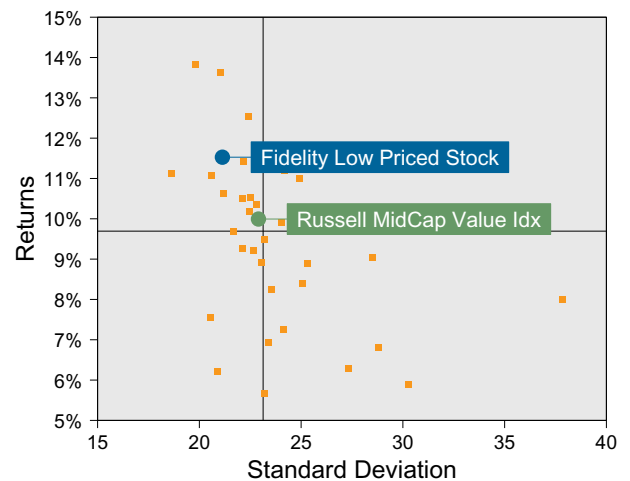
Performance vs Callan Mid Cap Value Mutual Funds (Net)



Relative Return vs Russell MidCap Value Idx



Callan Mid Cap Value Mutual Funds (Net) Annualized Five Year Risk vs Return

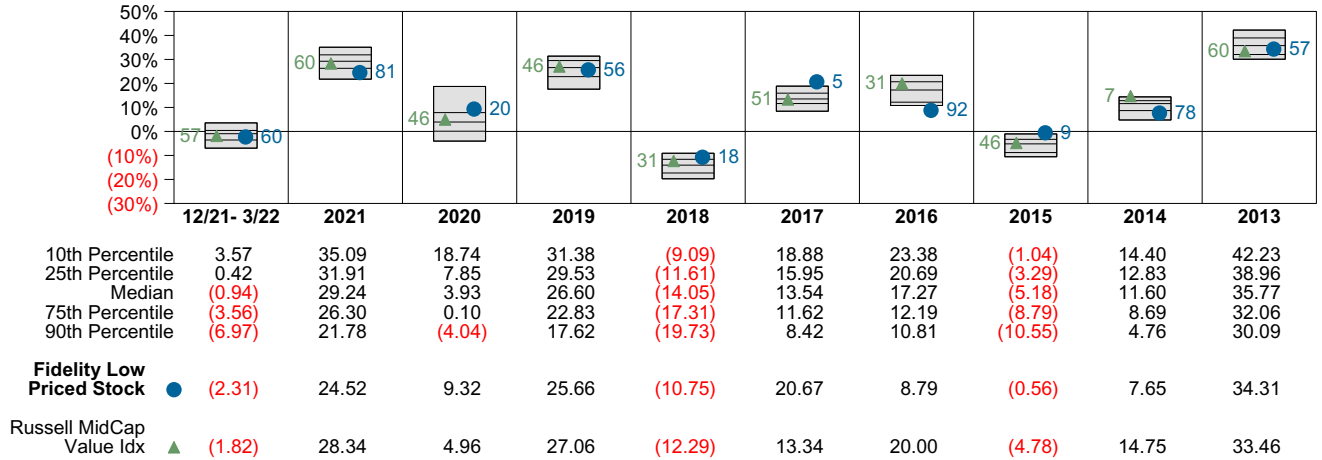


Fidelity Low Priced Stock Return Analysis Summary

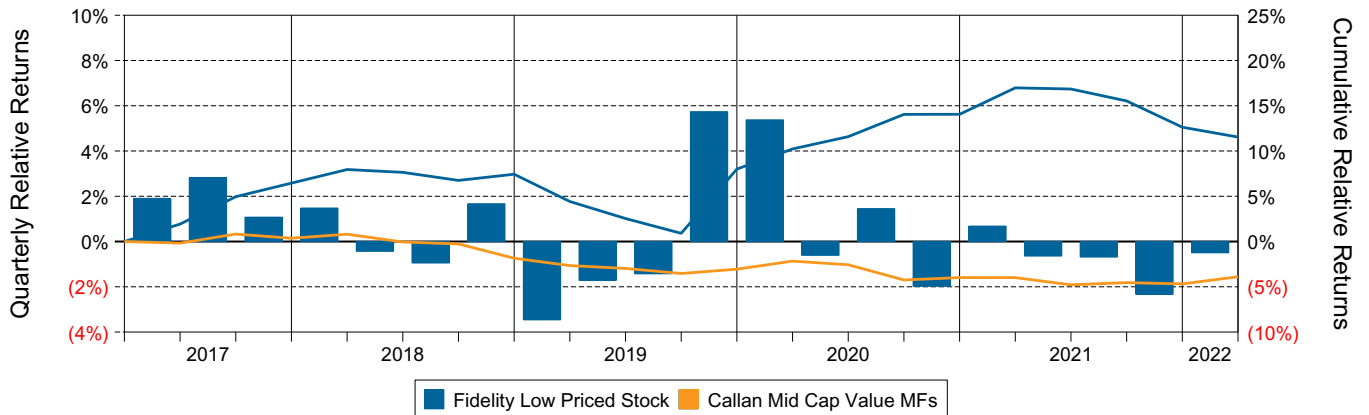
Return Analysis

The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

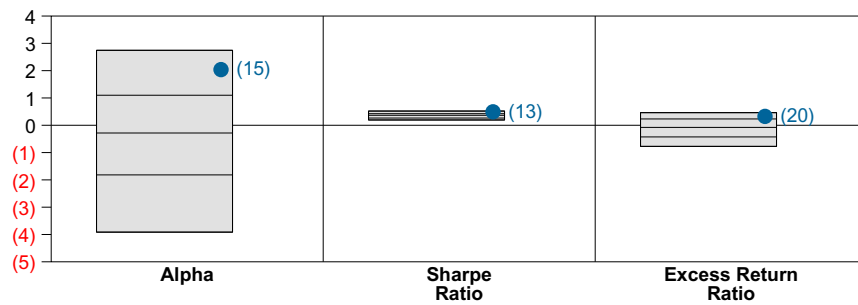
Performance vs Callan Mid Cap Value Mutual Funds (Net)



Cumulative and Quarterly Relative Returns vs Russell MidCap Value Idx



Risk Adjusted Return Measures vs Russell MidCap Value Idx Rankings Against Callan Mid Cap Value Mutual Funds (Net) Five Years Ended March 31, 2022

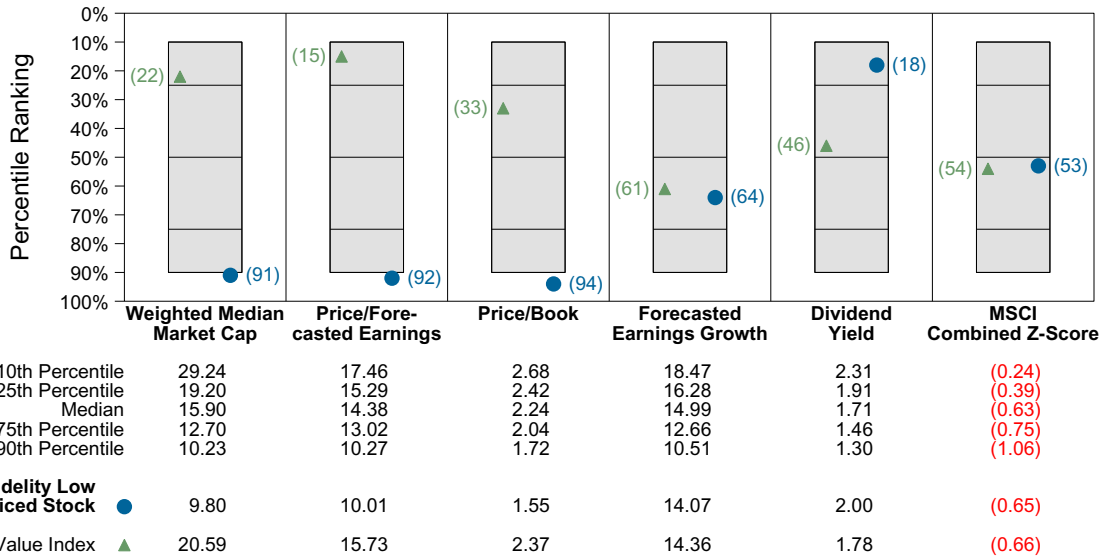


Fidelity Low Priced Stock Equity Characteristics Analysis Summary

Portfolio Characteristics

This graph compares the manager's portfolio characteristics with the range of characteristics for the portfolios which make up the manager's style group. This analysis illustrates whether the manager's current holdings are consistent with other managers employing the same style.

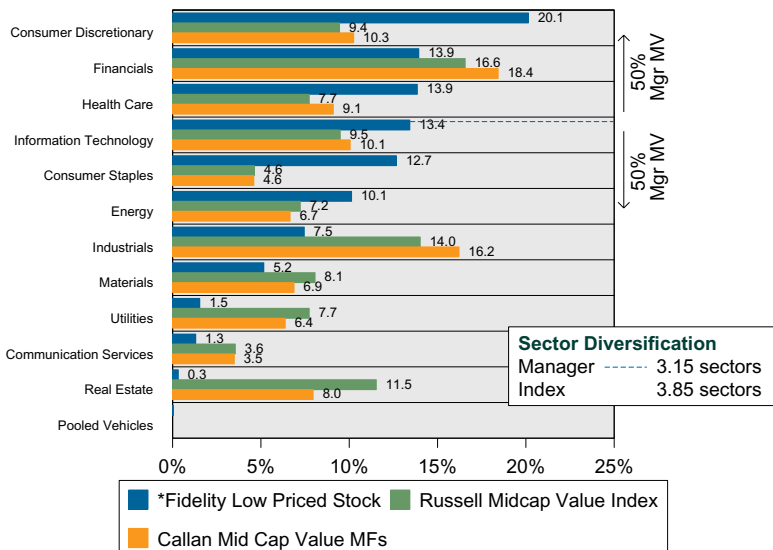
Portfolio Characteristics Percentile Rankings Rankings Against Callan Mid Cap Value Mutual Funds as of March 31, 2022



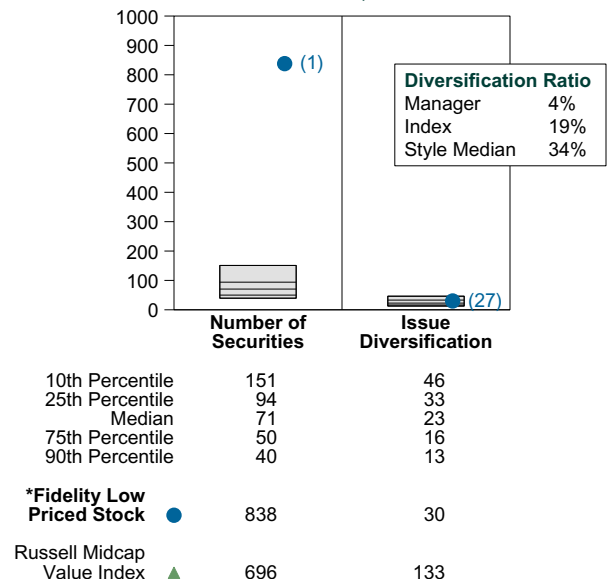
Sector Weights

The graph below contrasts the manager's sector weights with those of the benchmark and median sector weights across the members of the peer group. The magnitude of sector weight differences from the index and the manager's sector diversification are also shown. Diversification by number and concentration of holdings are also compared to the benchmark and peer group. Issue Diversification represents by count, and Diversification Ratio by percent, the number of holdings that account for half of the portfolio's market value.

Sector Allocation March 31, 2022



Diversification March 31, 2022



*3/31/22 portfolio characteristics generated using most recently available holdings (1/31/22) modified based on a "buy-and-hold" assumption (repriced and adjusted for corporate actions). Analysis is then done using current market and company financial data.

Janus Enterprise Period Ended March 31, 2022

Investment Philosophy

Janus believes that investing in companies with sustainable growth and high return on invested capital can drive consistent returns with moderate risk. The team seeks to identify mid cap companies with high quality management teams that wisely allocate capital to drive growth over time. Switched from Class T Shares to Class I Shares in December 2009 and Class N Shares in July 2016.

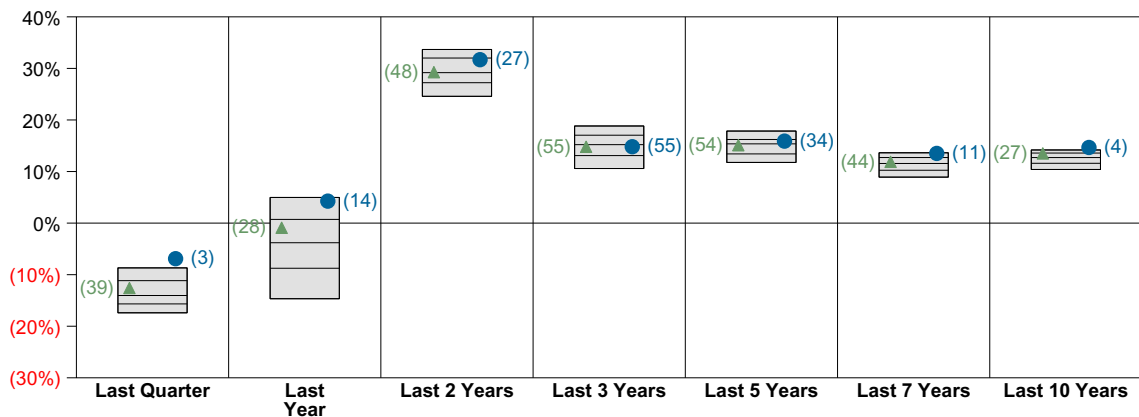
Quarterly Summary and Highlights

- Janus Enterprise's portfolio posted a (6.91)% return for the quarter placing it in the 3 percentile of the Callan Mid Cap Growth Mutual Funds group for the quarter and in the 14 percentile for the last year.
- Janus Enterprise's portfolio outperformed the Russell MidCap Growth Idx by 5.67% for the quarter and outperformed the Russell MidCap Growth Idx for the year by 5.15%.

Quarterly Asset Growth

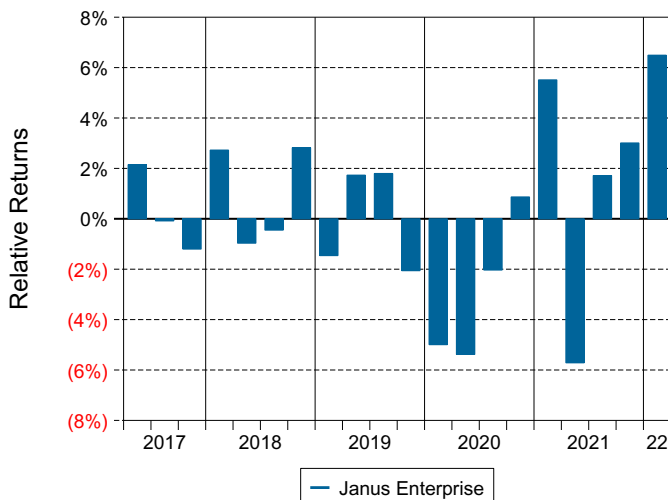
Beginning Market Value	\$20,045,471
Net New Investment	\$0
Investment Gains/(Losses)	-\$1,384,526
Ending Market Value	\$18,660,945

Performance vs Callan Mid Cap Growth Mutual Funds (Net)

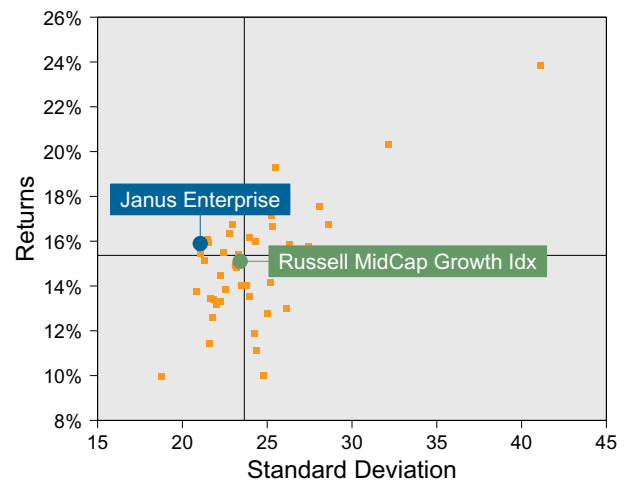


10th Percentile	(8.68)	4.98	33.67	18.83	17.85	13.64	14.18
25th Percentile	(11.16)	0.72	32.01	17.04	16.22	12.72	13.59
Median	(14.04)	(3.81)	29.18	15.21	15.37	11.56	12.71
75th Percentile	(15.67)	(8.76)	27.23	13.09	13.42	10.25	11.60
90th Percentile	(17.40)	(14.67)	24.58	10.59	11.76	8.91	10.40
Janus Enterprise	(6.91)	4.26	31.69	14.81	15.89	13.51	14.66
Russell MidCap Growth Idx	(12.58)	(0.89)	29.27	14.81	15.10	11.89	13.52

Relative Return vs Russell MidCap Growth Idx



Callan Mid Cap Growth Mutual Funds (Net) Annualized Five Year Risk vs Return

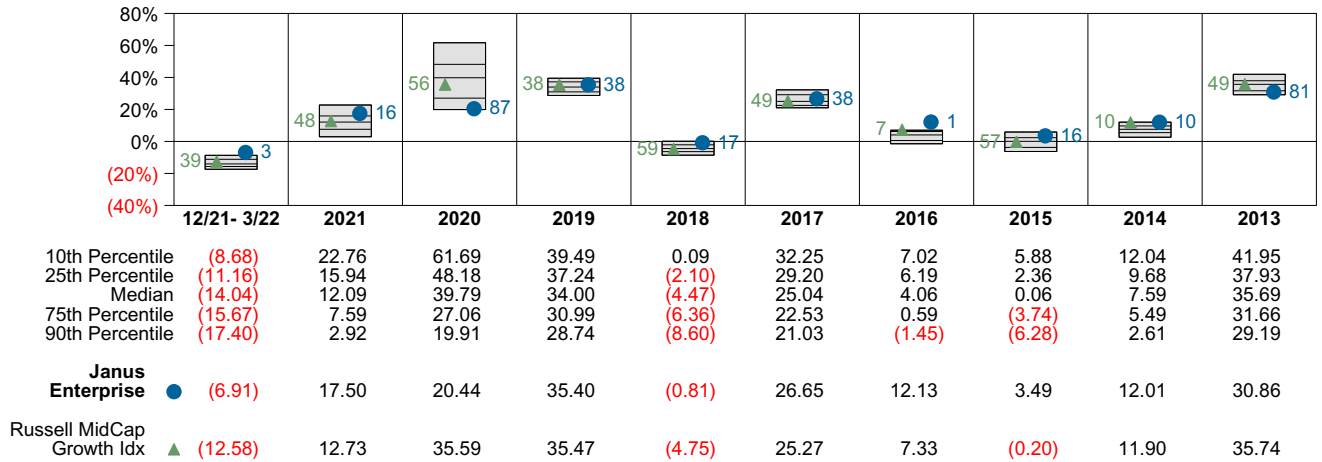


Janus Enterprise Return Analysis Summary

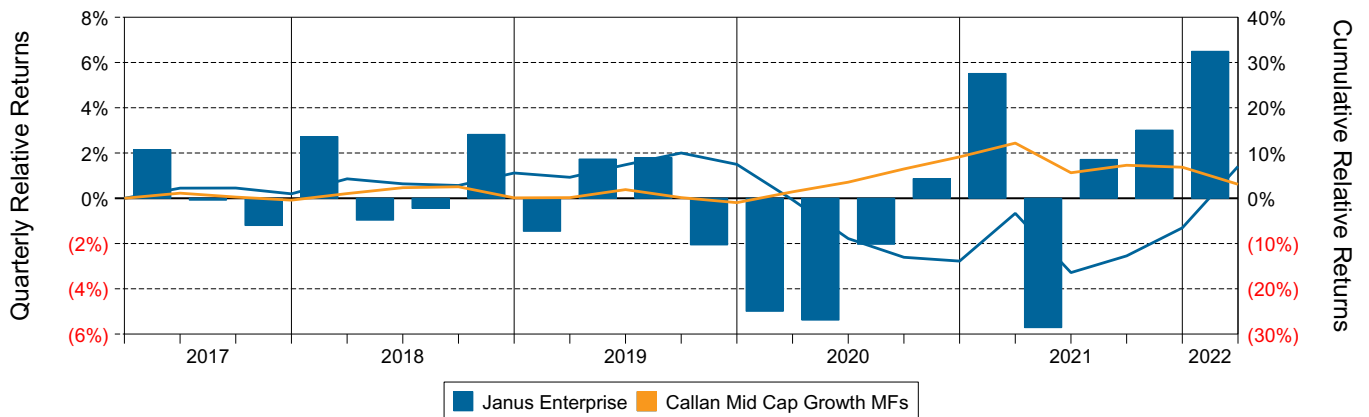
Return Analysis

The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

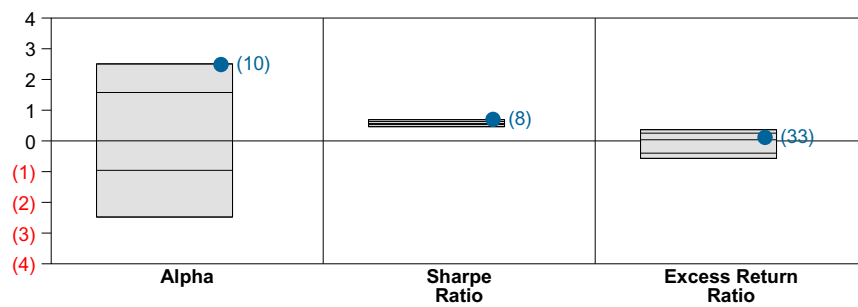
Performance vs Callan Mid Cap Growth Mutual Funds (Net)



Cumulative and Quarterly Relative Returns vs Russell MidCap Growth Idx



Risk Adjusted Return Measures vs Russell MidCap Growth Idx Rankings Against Callan Mid Cap Growth Mutual Funds (Net) Five Years Ended March 31, 2022



Janus Enterprise Equity Characteristics Analysis Summary

Portfolio Characteristics

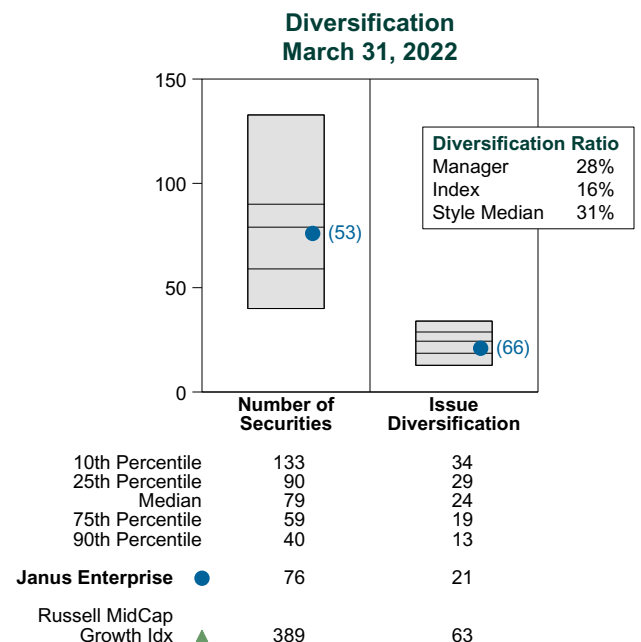
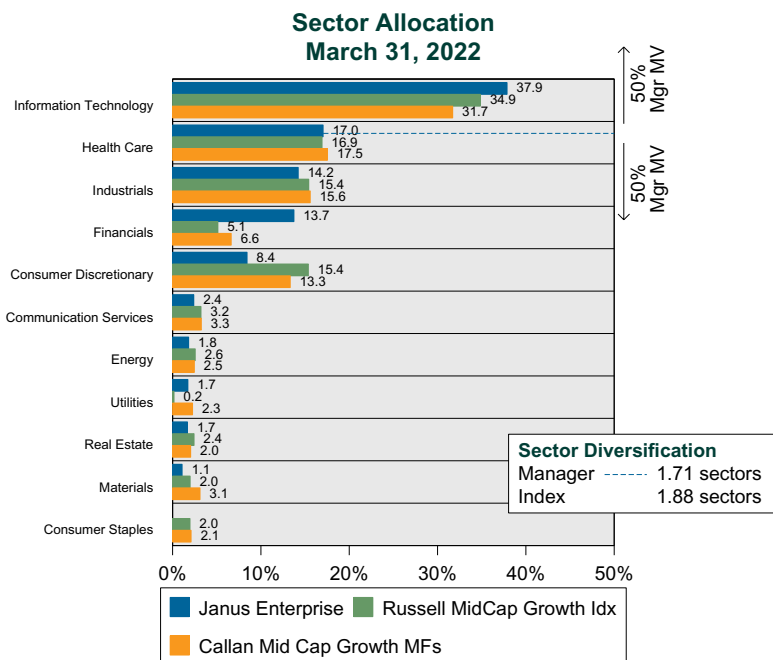
This graph compares the manager's portfolio characteristics with the range of characteristics for the portfolios which make up the manager's style group. This analysis illustrates whether the manager's current holdings are consistent with other managers employing the same style.

Portfolio Characteristics Percentile Rankings Rankings Against Callan Mid Cap Growth Mutual Funds as of March 31, 2022



Sector Weights

The graph below contrasts the manager's sector weights with those of the benchmark and median sector weights across the members of the peer group. The magnitude of sector weight differences from the index and the manager's sector diversification are also shown. Diversification by number and concentration of holdings are also compared to the benchmark and peer group. Issue Diversification represents by count, and Diversification Ratio by percent, the number of holdings that account for half of the portfolio's market value.



Prudential Small Cap Value Period Ended March 31, 2022

Investment Philosophy

Quantitative Management Associates LLC (QMA) is an SEC-registered investment adviser and a limited liability company. QMA operated for many years as a unit within Prudential Financial's asset management business, known as Prudential Investment Management, Inc. (PIM). In July 2004, the quantitative management business of PIM was transferred to QMA. The QMA Small Cap Value strategy is a quantitatively based investment approach. The team believes a systematic approach that focuses on stocks with low valuations and confirming signals of attractiveness can outperform a small cap value benchmark. Its research shows that adapting to changing market conditions by dynamically shifting the weight on specific factors, while simultaneously maintaining a focus on value stocks, leads to better performance than using static factor exposures. It is a diversified portfolio typically holding between 250 to 350 securities with the Russell 2000 Value Index as the appropriate benchmark. Switched share class in September 2015.

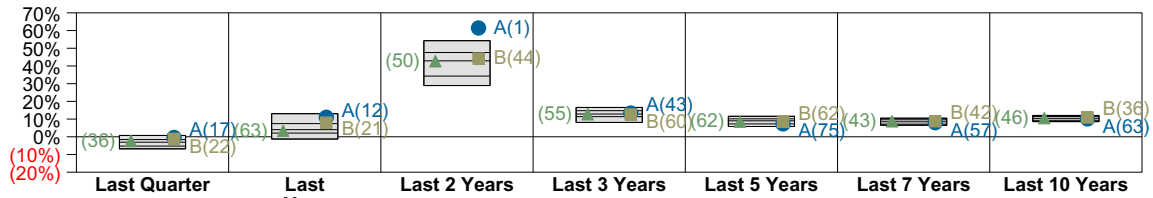
Quarterly Summary and Highlights

- Prudential Small Cap Value's portfolio posted a (0.40)% return for the quarter placing it in the 17 percentile of the Callan Small Cap Value Mutual Funds group for the quarter and in the 12 percentile for the last year.
- Prudential Small Cap Value's portfolio outperformed the Russell 2000 Value Index by 1.99% for the quarter and outperformed the Russell 2000 Value Index for the year by 7.70%.

Quarterly Asset Growth

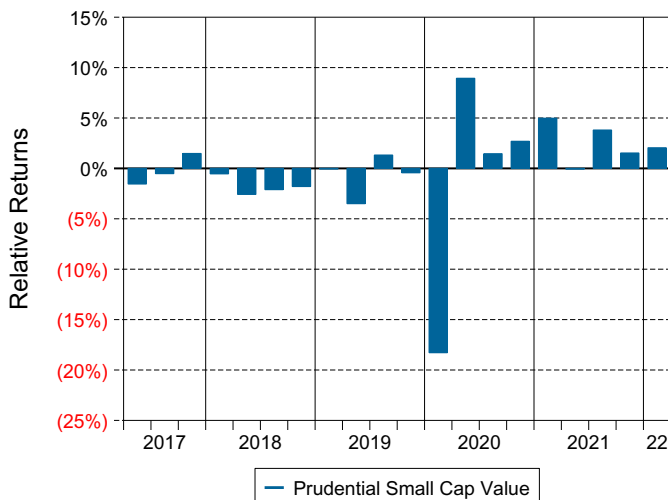
Beginning Market Value	\$20,099,385
Net New Investment	\$0
Investment Gains/(Losses)	-\$81,228
Ending Market Value	\$20,018,157

Performance vs Callan Small Cap Value Mutual Funds (Net)

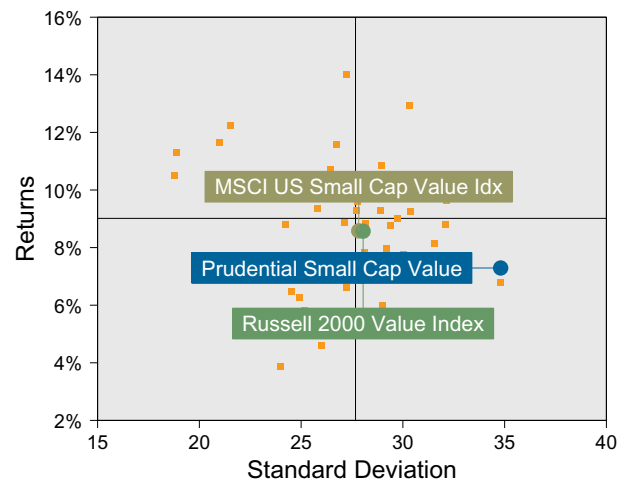


	Last Quarter	Last Year	Last 2 Years	Last 3 Years	Last 5 Years	Last 7 Years	Last 10 Years
10th Percentile	0.76	13.05	54.28	16.57	11.57	10.50	12.04
25th Percentile	(1.56)	7.43	47.59	14.75	10.14	9.62	11.48
Median	(3.06)	4.02	42.90	12.85	9.02	8.48	10.42
75th Percentile	(5.25)	2.09	34.28	11.37	7.27	7.16	9.31
90th Percentile	(6.81)	(1.28)	28.93	8.10	5.81	6.51	8.57
Prudential Small Cap Value	● A (0.40)	11.03	61.44	13.42	7.29	7.97	10.09
MSCI US Small Cap Value Idx	■ B (1.21)	7.97	44.16	12.56	8.58	8.80	10.93
Russell 2000 Value Index	▲ (2.40)	3.32	42.69	12.73	8.57	8.77	10.54

Relative Return vs Russell 2000 Value Index



Callan Small Cap Value Mutual Funds (Net) Annualized Five Year Risk vs Return

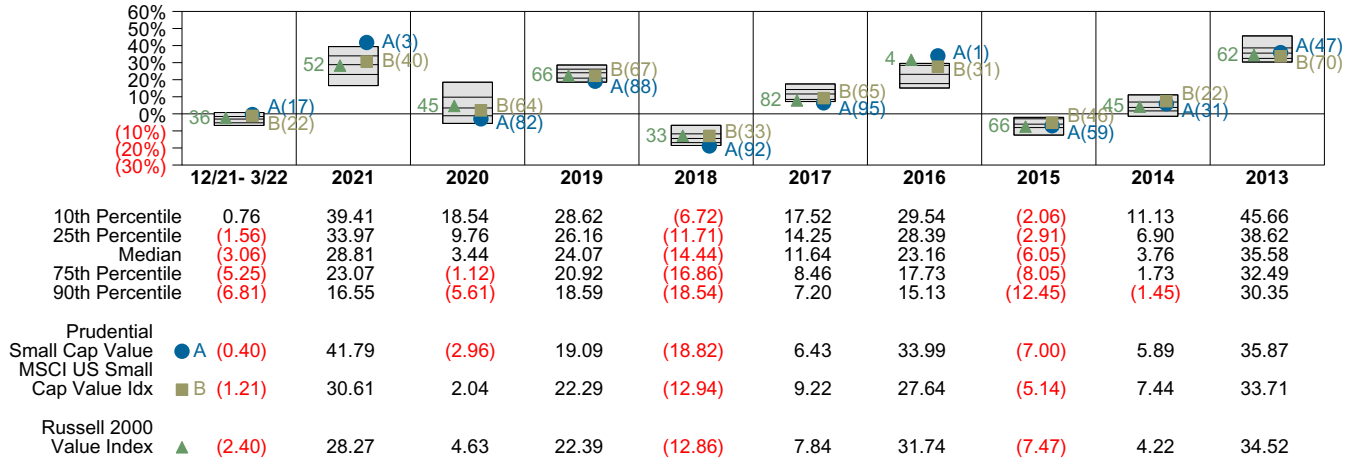


Prudential Small Cap Value Return Analysis Summary

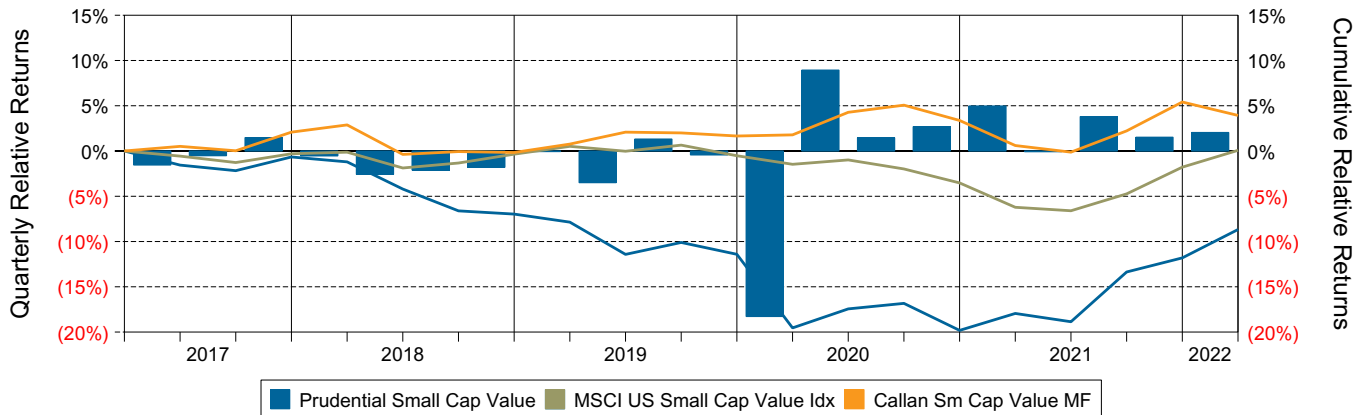
Return Analysis

The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

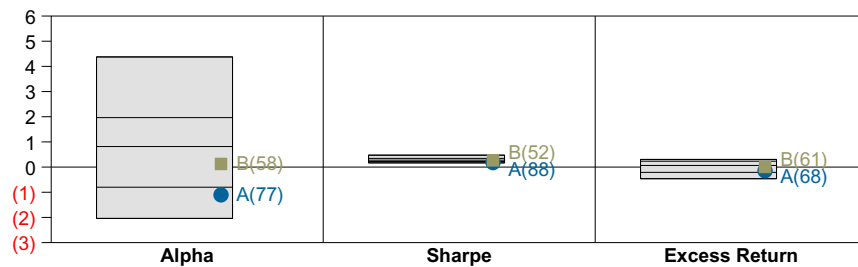
Performance vs Callan Small Cap Value Mutual Funds (Net)



Cumulative and Quarterly Relative Returns vs Russell 2000 Value Index



Risk Adjusted Return Measures vs Russell 2000 Value Index Rankings Against Callan Small Cap Value Mutual Funds (Net) Five Years Ended March 31, 2022



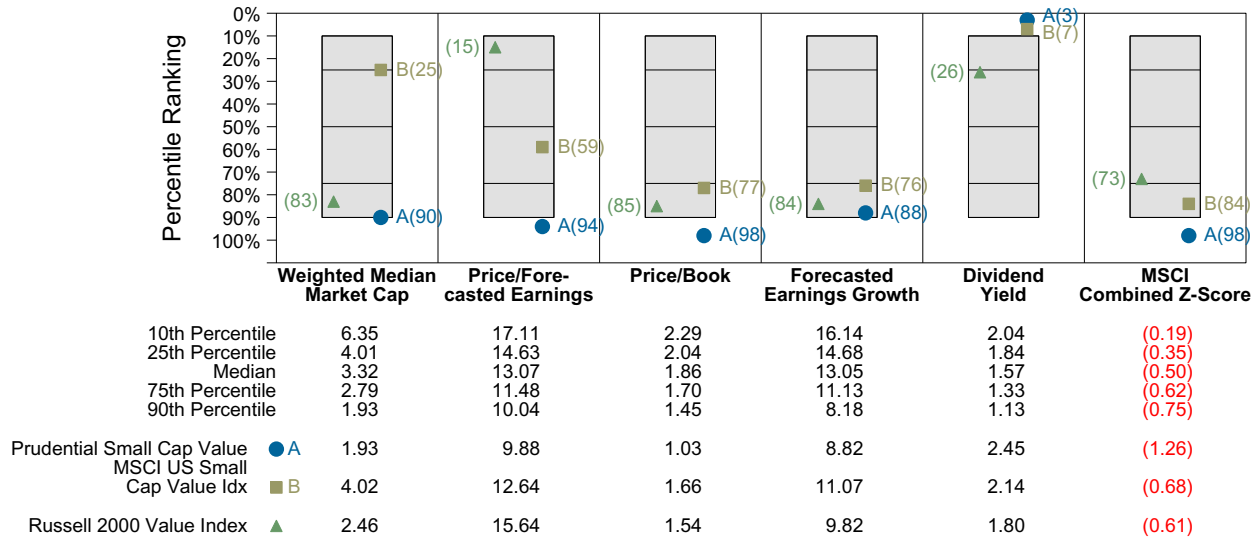
	Alpha	Sharpe Ratio	Excess Return Ratio
10th Percentile	4.38	0.47	0.30
25th Percentile	1.97	0.35	0.23
Median	0.82	0.27	0.06
75th Percentile	(0.80)	0.22	(0.21)
90th Percentile	(2.04)	0.17	(0.46)
Prudential Small Cap Value	● A (1.11)	0.18	(0.15)
MSCI US Small Cap Value Idx	■ B (0.12)	0.27	0.00

Prudential Small Cap Value Equity Characteristics Analysis Summary

Portfolio Characteristics

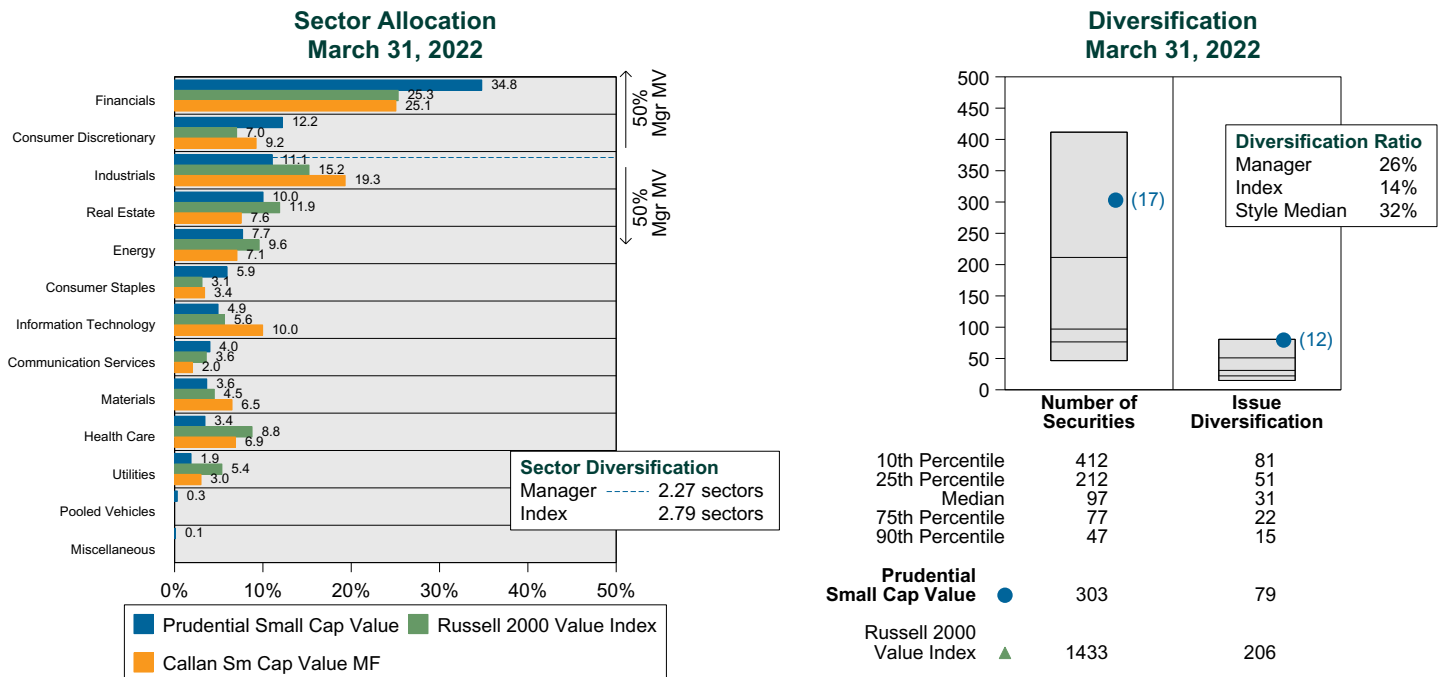
This graph compares the manager's portfolio characteristics with the range of characteristics for the portfolios which make up the manager's style group. This analysis illustrates whether the manager's current holdings are consistent with other managers employing the same style.

Portfolio Characteristics Percentile Rankings Rankings Against Callan Small Cap Value Mutual Funds as of March 31, 2022



Sector Weights

The graph below contrasts the manager's sector weights with those of the benchmark and median sector weights across the members of the peer group. The magnitude of sector weight differences from the index and the manager's sector diversification are also shown. Diversification by number and concentration of holdings are also compared to the benchmark and peer group. Issue Diversification represents by count, and Diversification Ratio by percent, the number of holdings that account for half of the portfolio's market value.



AB US Small Growth Period Ended March 31, 2022

Investment Philosophy

AB's small cap growth investment process emphasizes in-house fundamental research and direct management contact in order to identify rapidly growing companies with accelerating earnings power and reasonable valuations.

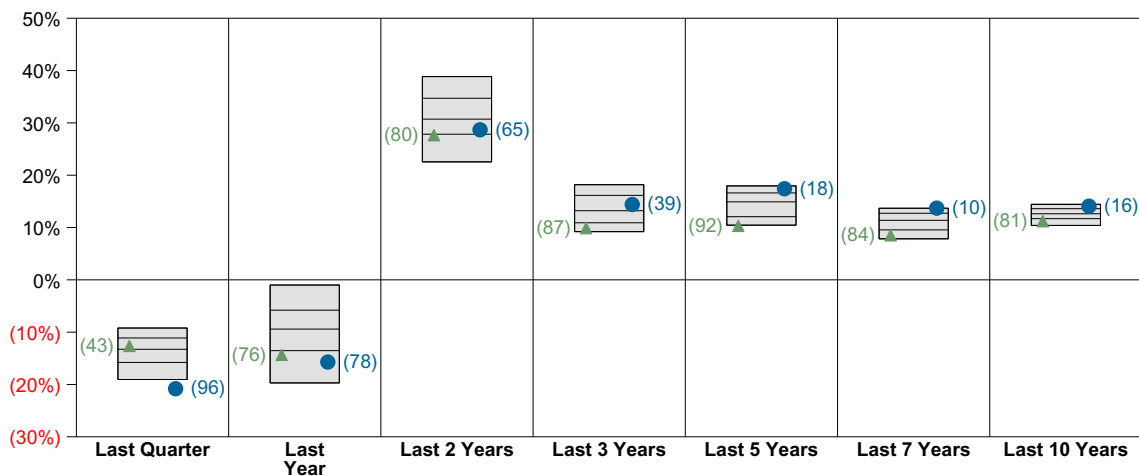
Quarterly Summary and Highlights

- AB US Small Growth's portfolio posted a (20.81)% return for the quarter placing it in the 96 percentile of the Callan Small Cap Growth Mutual Funds group for the quarter and in the 78 percentile for the last year.
- AB US Small Growth's portfolio underperformed the Russell 2000 Growth Index by 8.18% for the quarter and underperformed the Russell 2000 Growth Index for the year by 1.39%.

Quarterly Asset Growth

Beginning Market Value	\$18,676,862
Net New Investment	\$0
Investment Gains/(Losses)	\$-3,887,030
Ending Market Value	\$14,789,832

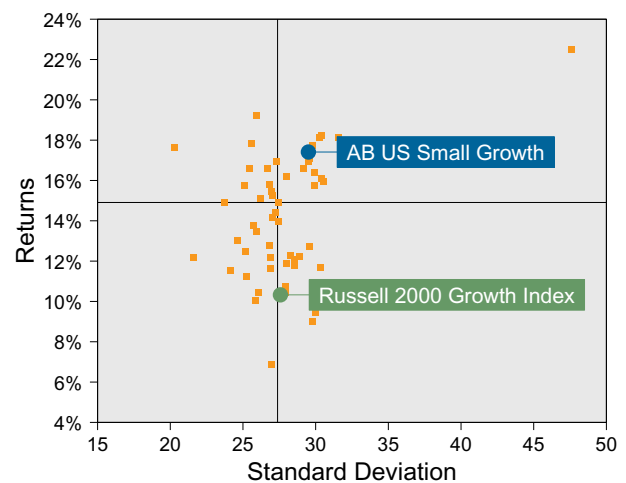
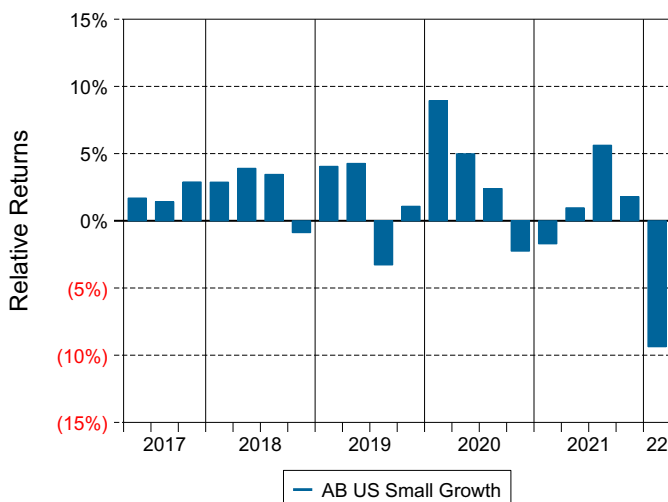
Performance vs Callan Small Cap Growth Mutual Funds (Net)



10th Percentile	(9.21)	(0.99)	38.85	18.18	17.96	13.68	14.43
25th Percentile	(11.11)	(5.80)	34.70	16.15	16.61	12.73	13.60
Median	(13.27)	(9.41)	30.71	13.21	14.91	11.37	12.63
75th Percentile	(15.78)	(13.53)	27.83	10.91	12.07	9.55	11.70
90th Percentile	(19.05)	(19.71)	22.54	9.21	10.45	7.84	10.40
AB US Small Growth	● (20.81)	(15.71)	28.67	14.39	17.41	13.70	14.08
Russell 2000 Growth Index	▲ (12.63)	(14.33)	27.65	9.88	10.33	8.52	11.21

Callan Small Cap Growth Mutual Funds (Net) Annualized Five Year Risk vs Return

Relative Return vs Russell 2000 Growth Index

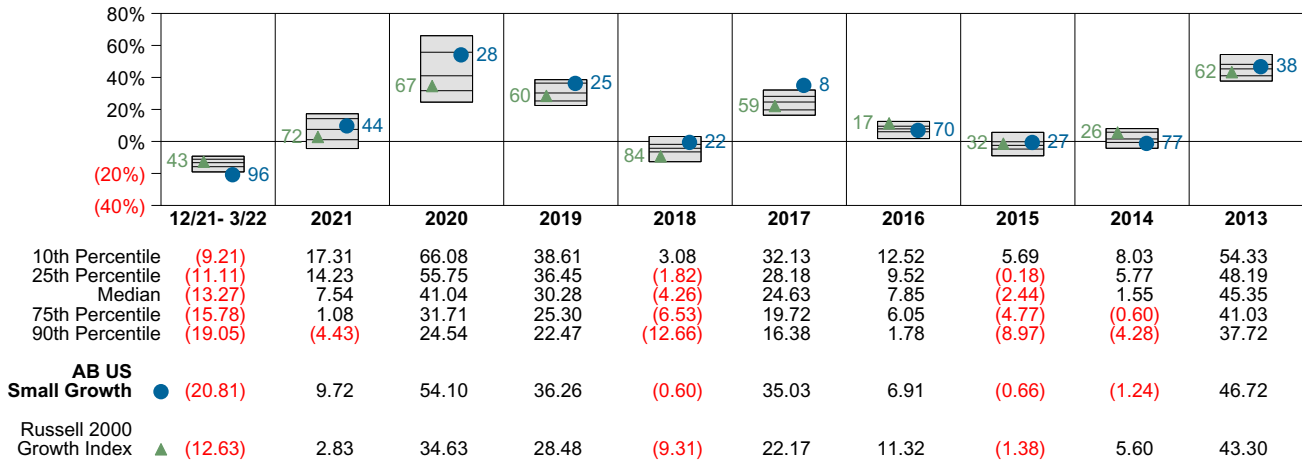


AB US Small Growth Return Analysis Summary

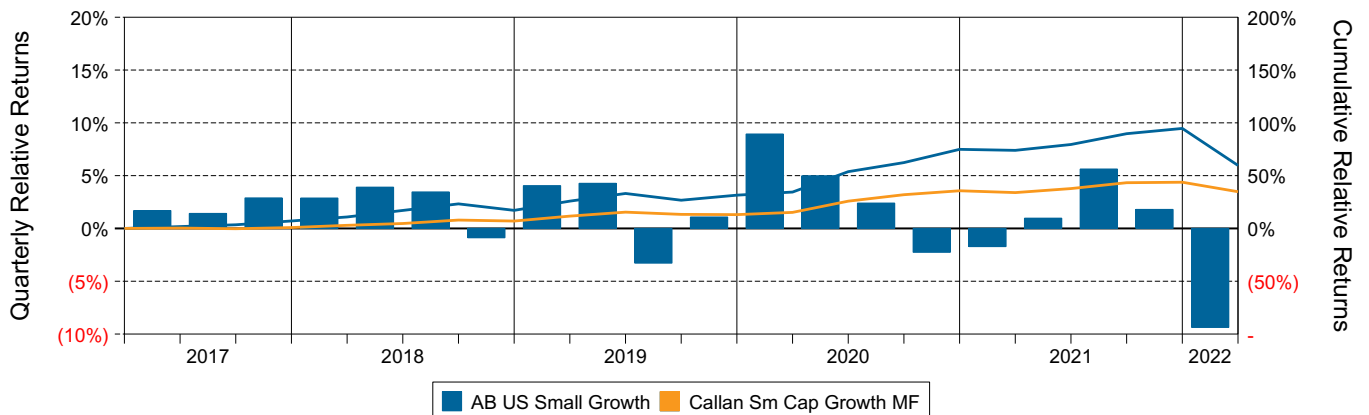
Return Analysis

The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

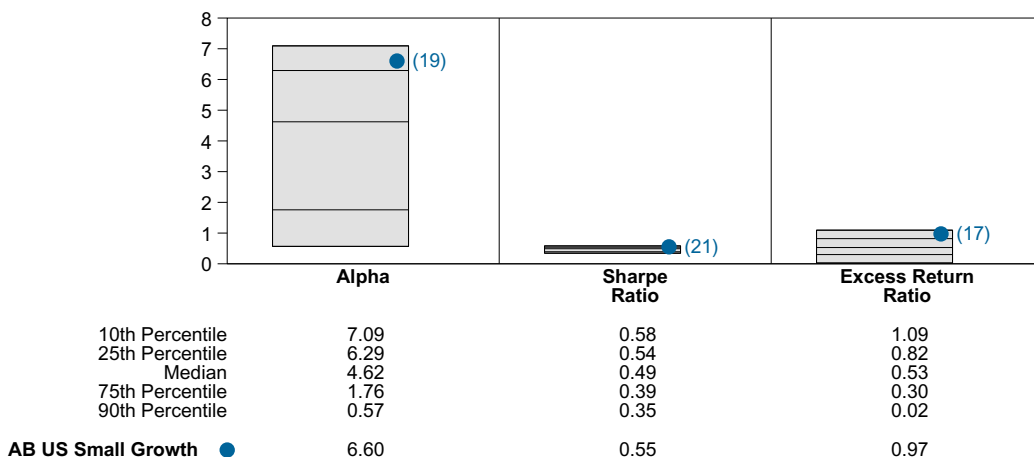
Performance vs Callan Small Cap Growth Mutual Funds (Net)



Cumulative and Quarterly Relative Returns vs Russell 2000 Growth Index



Risk Adjusted Return Measures vs Russell 2000 Growth Index Rankings Against Callan Small Cap Growth Mutual Funds (Net) Five Years Ended March 31, 2022

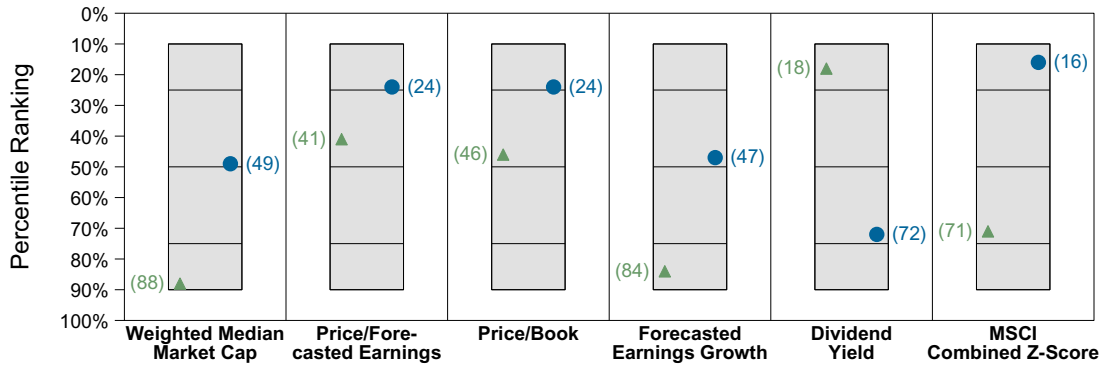


AB US Small Growth Equity Characteristics Analysis Summary

Portfolio Characteristics

This graph compares the manager's portfolio characteristics with the range of characteristics for the portfolios which make up the manager's style group. This analysis illustrates whether the manager's current holdings are consistent with other managers employing the same style.

Portfolio Characteristics Percentile Rankings Rankings Against Callan Small Cap Growth Mutual Funds as of March 31, 2022

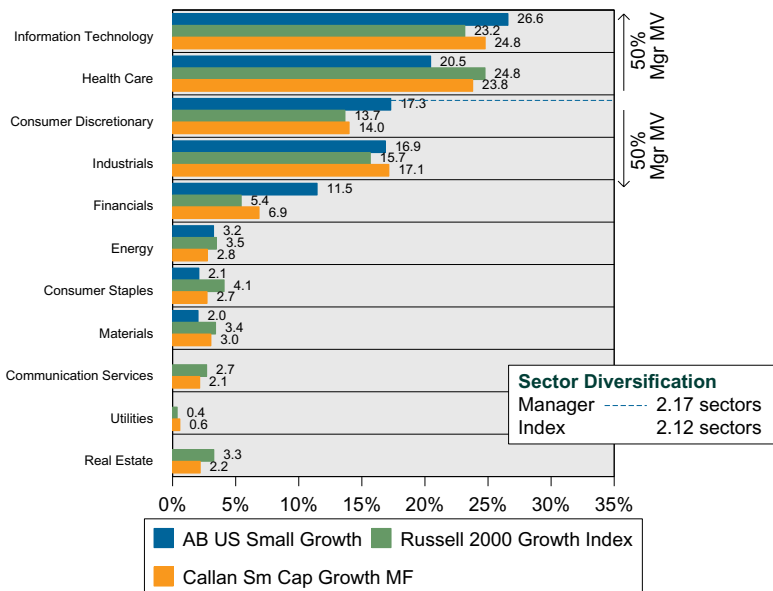


	Weighted Median Market Cap	Price/Forecasted Earnings	Price/Book	Forecasted Earnings Growth	Dividend Yield	MSCI Combined Z-Score
10th Percentile	7.88	79.11	5.13	26.12	0.60	0.82
25th Percentile	5.13	43.86	4.46	23.25	0.43	0.73
Median	4.46	31.48	3.86	21.45	0.37	0.64
75th Percentile	4.11	26.60	3.46	18.98	0.26	0.52
90th Percentile	3.23	24.24	3.11	16.14	0.19	0.45
AB US Small Growth ●	4.47	44.47	4.50	21.56	0.27	0.77
Russell 2000 Growth Index ▲	3.33	36.02	3.95	18.14	0.49	0.54

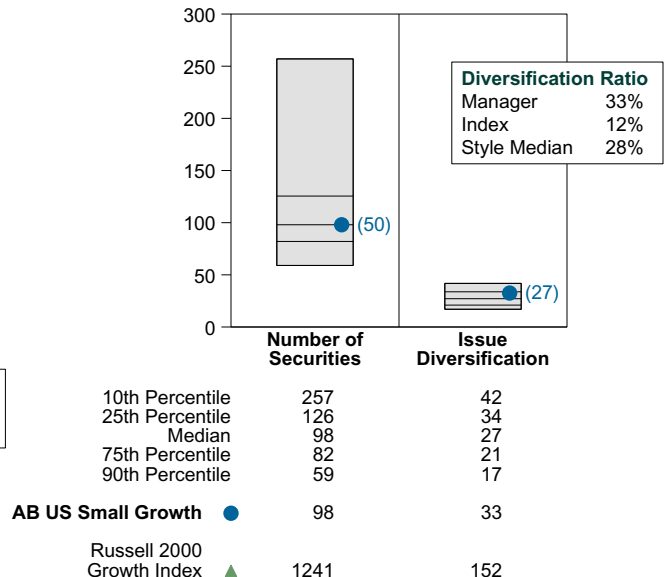
Sector Weights

The graph below contrasts the manager's sector weights with those of the benchmark and median sector weights across the members of the peer group. The magnitude of sector weight differences from the index and the manager's sector diversification are also shown. Diversification by number and concentration of holdings are also compared to the benchmark and peer group. Issue Diversification represents by count, and Diversification Ratio by percent, the number of holdings that account for half of the portfolio's market value.

Sector Allocation March 31, 2022



Diversification March 31, 2022



International Equity Composite Period Ended March 31, 2022

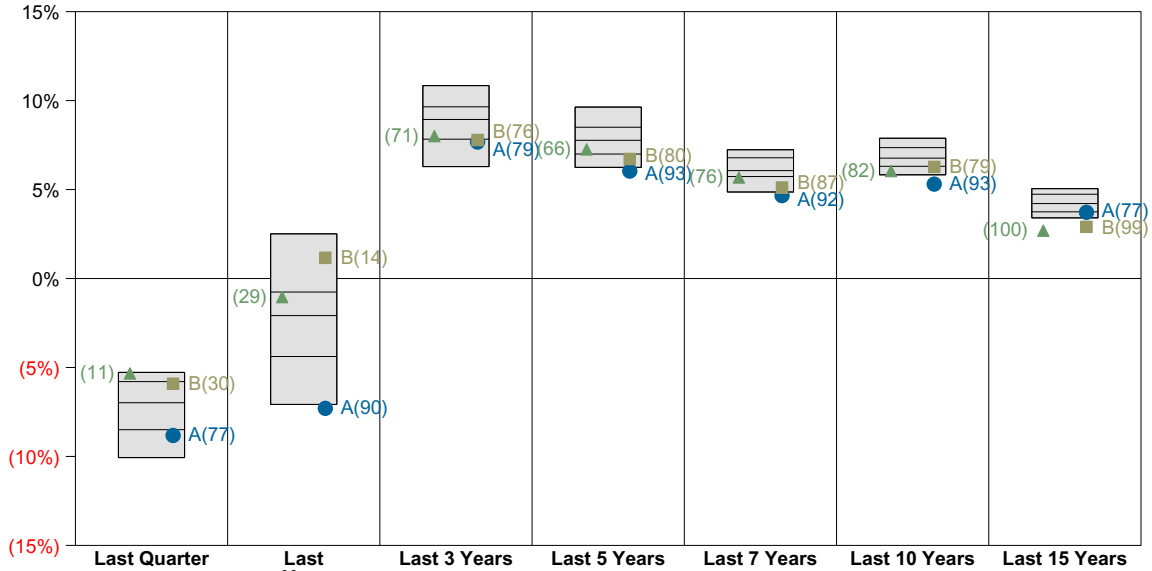
Quarterly Summary and Highlights

- International Equity Composite's portfolio posted a (8.82)% return for the quarter placing it in the 77 percentile of the Public Fund - International Equity group for the quarter and in the 90 percentile for the last year.
- International Equity Composite's portfolio underperformed the MSCI ACWI ex-US Index by 3.49% for the quarter and underperformed the MSCI ACWI ex-US Index for the year by 6.25%.

Quarterly Asset Growth

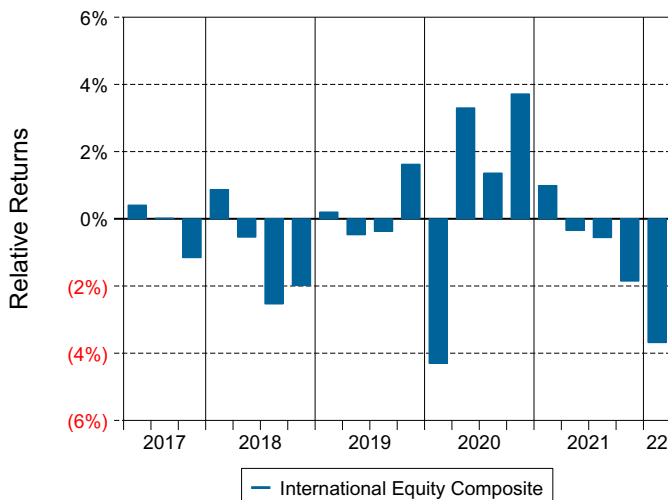
Beginning Market Value	\$182,920,755
Net New Investment	\$0
Investment Gains/(Losses)	\$-16,080,283
Ending Market Value	\$166,840,472

Performance vs Public Fund - International Equity (Net)

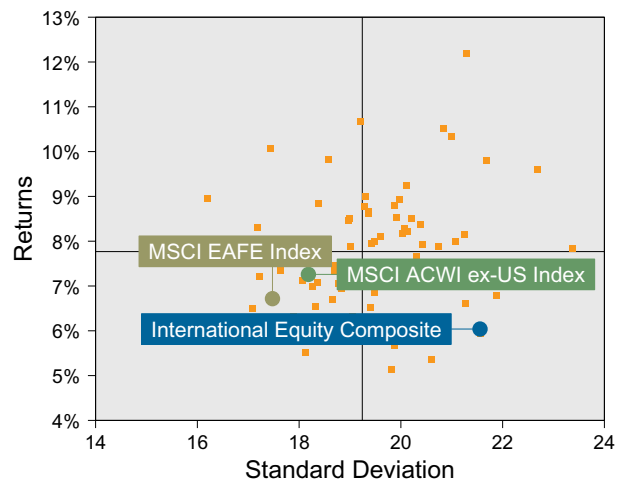


	Last Quarter	Last Year	Last 3 Years	Last 5 Years	Last 7 Years	Last 10 Years	Last 15 Years
10th Percentile	(5.28)	2.51	10.84	9.64	7.24	7.89	5.05
25th Percentile	(5.79)	(0.76)	9.65	8.50	6.79	7.36	4.74
Median	(6.98)	(2.08)	8.94	7.77	6.07	6.77	4.21
75th Percentile	(8.50)	(4.38)	7.83	7.00	5.73	6.31	3.75
90th Percentile	(10.07)	(7.08)	6.29	6.25	4.86	5.83	3.41
International Equity Composite	● A (8.82)	(7.30)	7.67	6.04	4.66	5.31	3.72
MSCI EAFE Index	■ B (5.91)	1.16	7.78	6.72	5.11	6.27	2.91
MSCI ACWI ex-US Index	▲ (5.33)	(1.04)	8.01	7.26	5.68	6.04	2.69

Relative Return vs MSCI ACWI ex-US Index



Public Fund - International Equity (Net) Annualized Five Year Risk vs Return

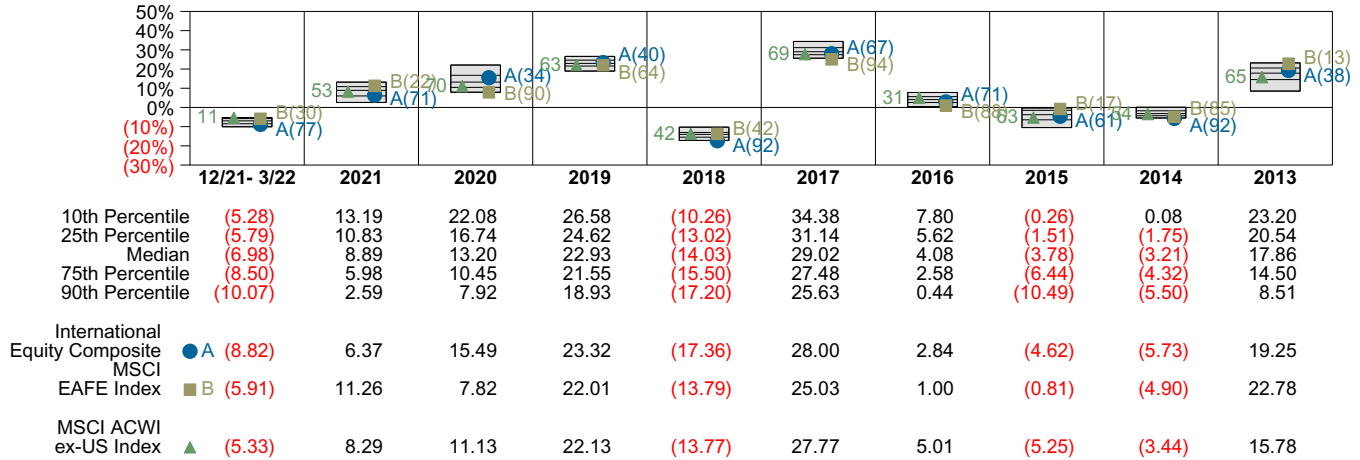


International Equity Composite Return Analysis Summary

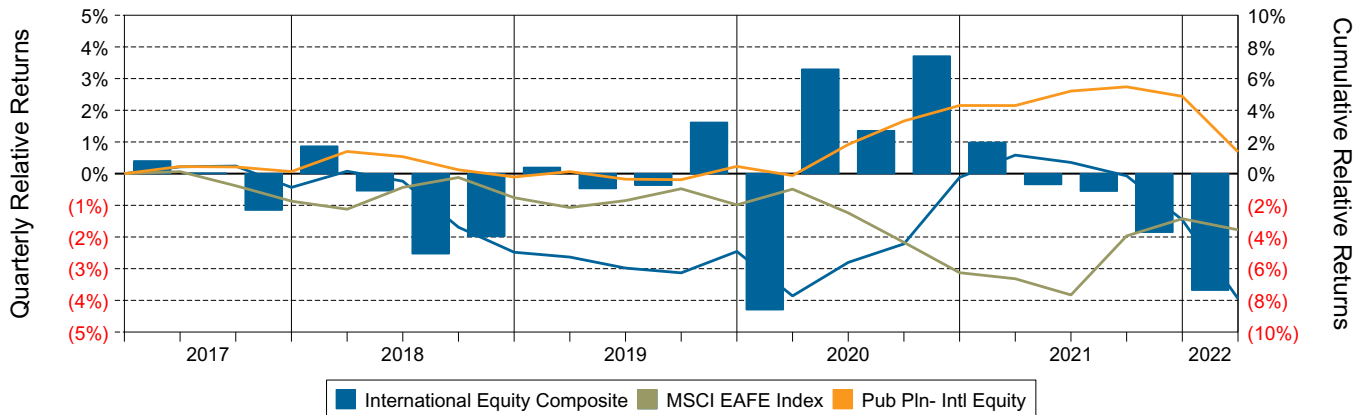
Return Analysis

The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

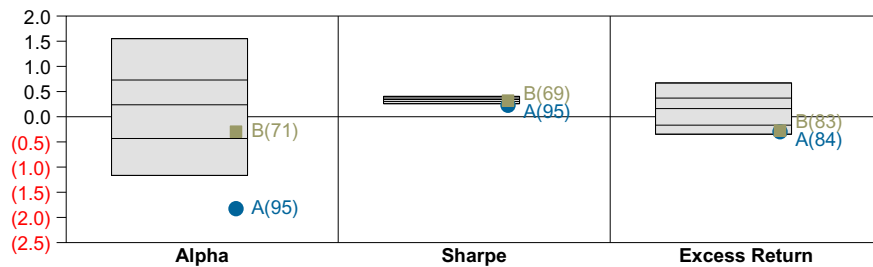
Performance vs Public Fund - International Equity (Net)



Cumulative and Quarterly Relative Returns vs MSCI ACWI ex-US Index



Risk Adjusted Return Measures vs MSCI ACWI ex-US Index Rankings Against Public Fund - International Equity (Net) Five Years Ended March 31, 2022



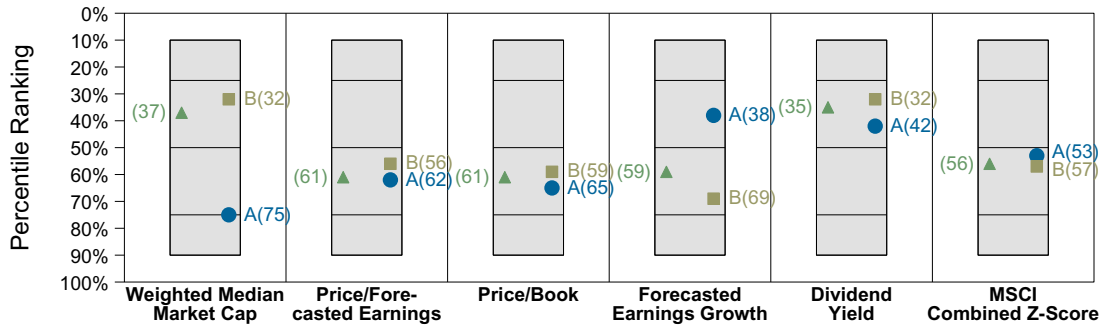
	Alpha	Sharpe Ratio	Excess Return Ratio
10th Percentile	1.55	0.40	0.67
25th Percentile	0.73	0.37	0.37
Median	0.24	0.34	0.16
75th Percentile	(0.43)	0.30	(0.17)
90th Percentile	(1.17)	0.26	(0.35)
International Equity Composite	● A (1.83)	0.23	(0.30)
MSCI EAFE Index	■ B (0.30)	0.32	(0.27)

International Equity Composite Equity Characteristics Analysis Summary

Portfolio Characteristics

This graph compares the manager's portfolio characteristics with the range of characteristics for the portfolios which make up the manager's style group. This analysis illustrates whether the manager's current holdings are consistent with other managers employing the same style.

Portfolio Characteristics Percentile Rankings Rankings Against Callan Non-US Equity as of March 31, 2022

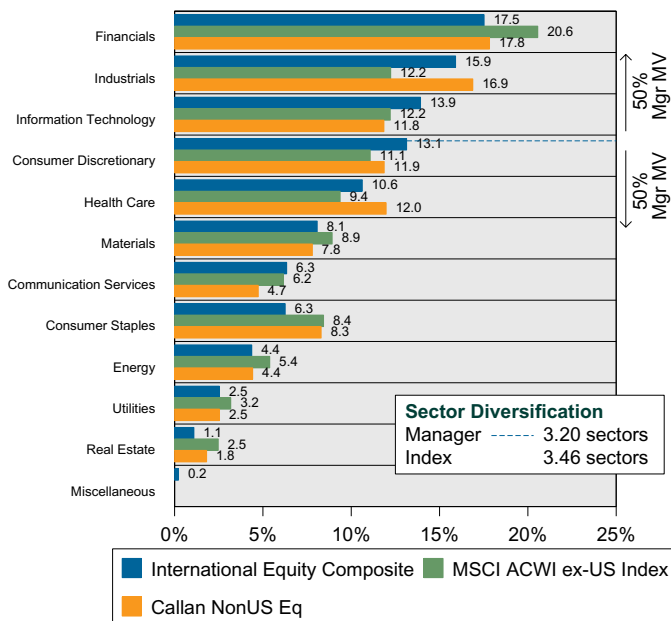


	Weighted Median Market Cap	Price/Forecasted Earnings	Price/Book	Forecasted Earnings Growth	Dividend Yield	MSCI Combined Z-Score
10th Percentile	63.76	22.69	3.68	19.85	3.63	0.83
25th Percentile	47.84	17.51	3.11	17.55	3.08	0.48
Median	31.64	14.55	2.06	15.47	2.33	0.09
75th Percentile	24.75	11.12	1.48	13.31	1.82	(0.32)
90th Percentile	15.81	9.65	1.24	12.18	1.43	(0.70)
International Equity Composite	● A 24.65	12.91	1.64	16.52	2.53	0.04
MSCI EAFE Index	■ B 44.25	13.98	1.80	13.91	2.87	(0.01)
MSCI ACWI ex-US Index	▲ 40.18	13.32	1.74	14.86	2.77	0.02

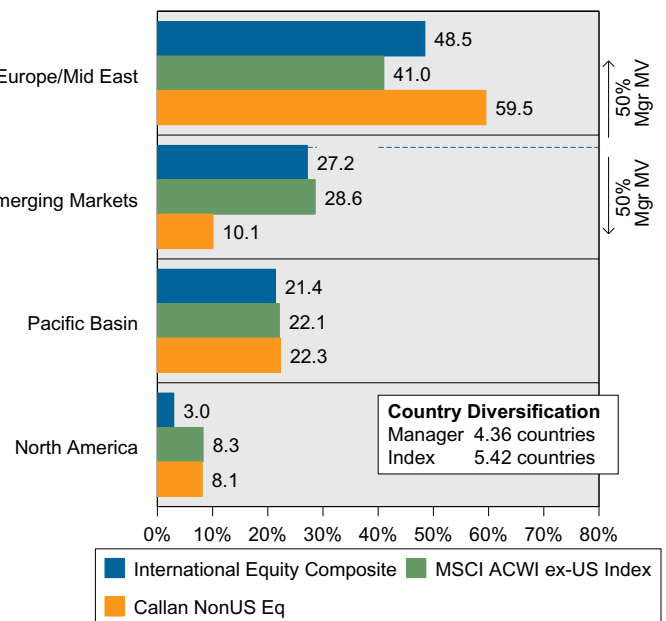
Sector Weights

The graph below contrasts the manager's sector weights with those of the benchmark and median sector weights across the members of the peer group. The magnitude of sector weight differences from the index and the manager's sector diversification are also shown. The regional allocation chart compares the manager's geographical region weights with those of the benchmark as well as the median region weights of the peer group.

Sector Allocation March 31, 2022



Regional Allocation March 31, 2022



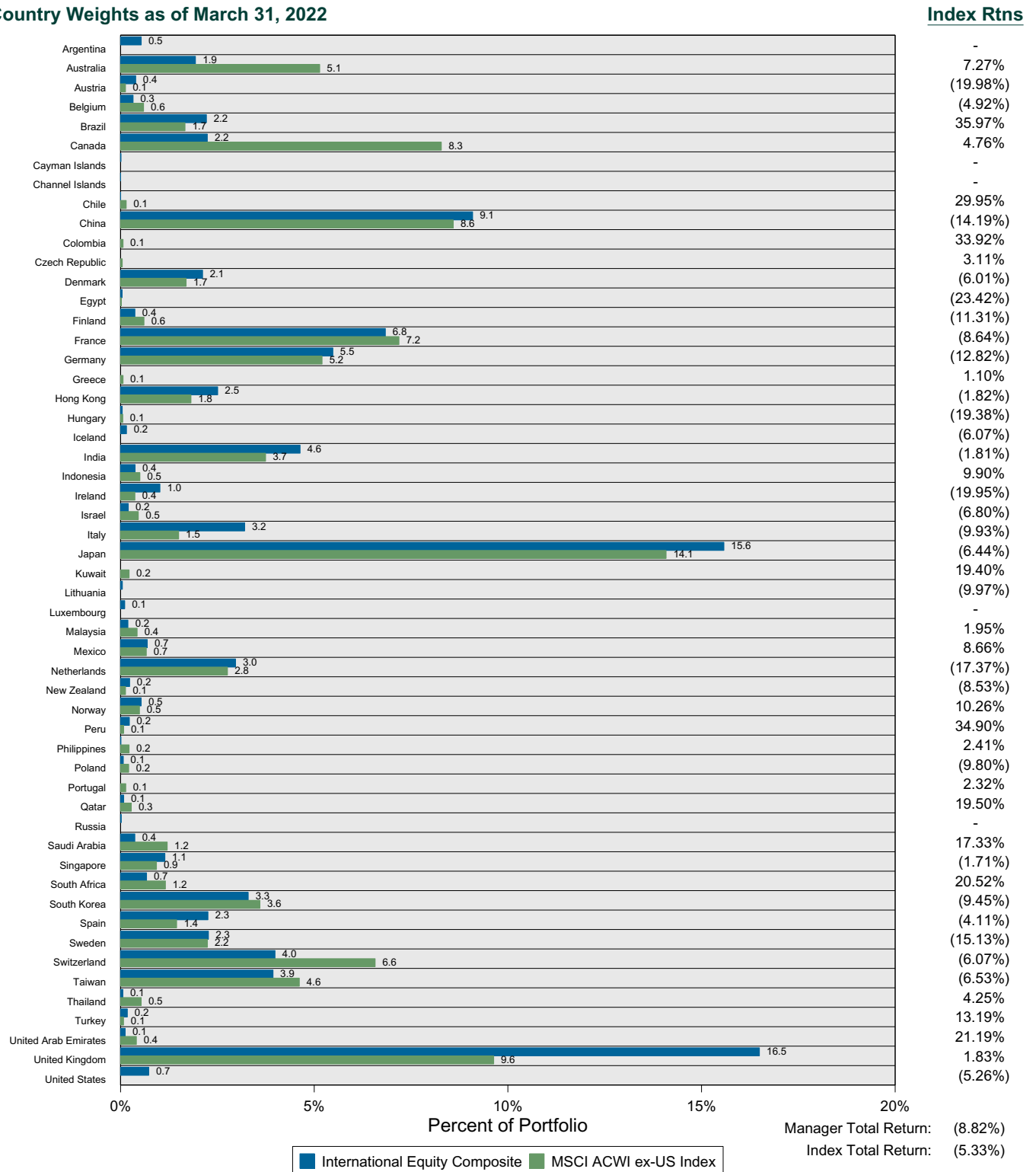
Country Allocation

International Equity Composite VS MSCI ACWI ex-US Index

Country Allocation

The chart below contrasts the portfolio's country allocation with that of the index as of March 31, 2022. This chart is useful because large deviations in country allocation relative to the index are often good predictors of tracking error in the subsequent quarter. To the extent that the portfolio allocation is similar to the index, the portfolio should experience more "index-like" performance. In order to illustrate the performance effect on the portfolio and index of these country allocations, the individual index country returns are also shown.

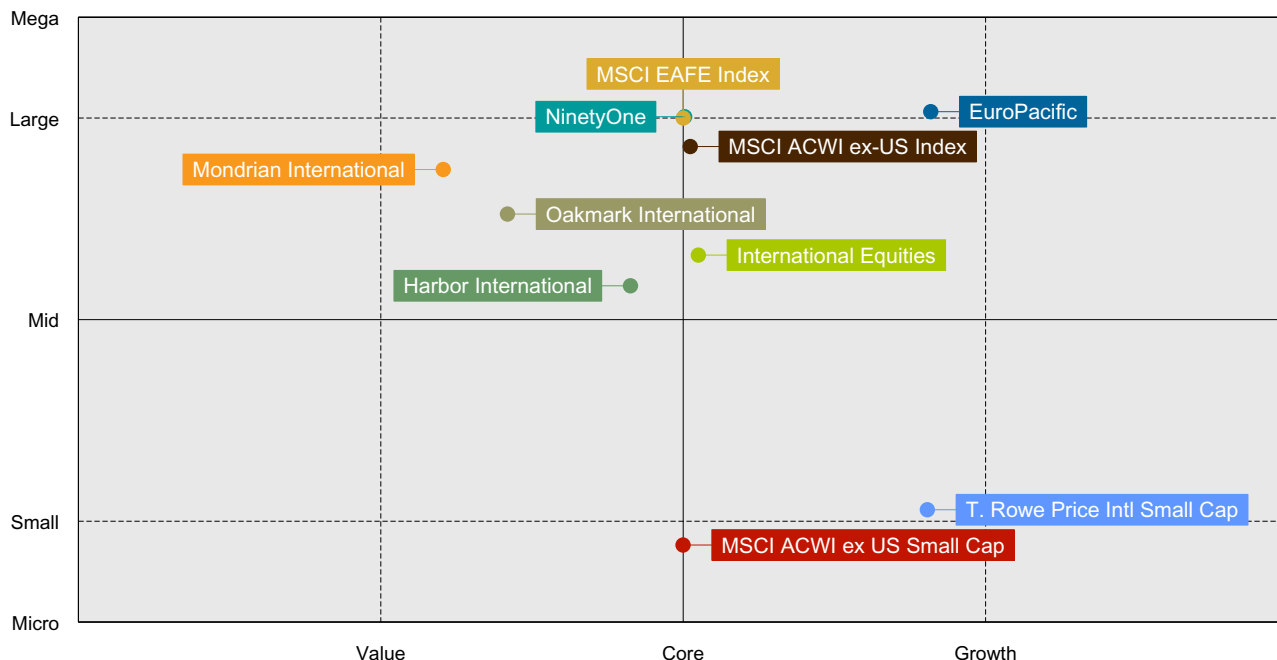
Country Weights as of March 31, 2022



International Holdings Based Style Analysis For One Quarter Ended March 31, 2022

This page analyzes and compares the investment styles of multiple portfolios using a detailed holdings-based style analysis methodology. The size component of style is measured by the weighted median market capitalization of the holdings. The value/core/growth style dimension is captured by the "Combined Z-Score" of the portfolio. This score is based on eight fundamental factors used in the MSCI stock style scoring system. The table below gives a more detailed breakdown of several relevant style metrics on the portfolios.

Style Map Holdings for One Quarter Ended March 31, 2022



	Weight %	Wtd Median Mkt Cap	Combined Z-Score	Growth Z-Score	Value Z-Score	Number of Securities	Security Diversification
EuroPacific	17.17%	54.27	0.73	0.29	(0.44)	379	42.01
Harbor International	20.36%	20.26	(0.15)	(0.09)	0.07	347	59.65
Oakmark International	19.26%	30.52	(0.50)	(0.21)	0.29	67	19.12
Mondrian International	19.46%	36.89	(0.68)	(0.28)	0.40	98	22.45
T. Rowe Price Intl Small Cap	13.94%	3.30	0.72	0.28	(0.44)	221	63.06
NinetyOne	9.81%	46.32	(0.00)	0.08	0.08	85	20.14
International Equities	100.00%	24.65	0.04	0.01	(0.03)	968	130.91
MSCI ACWI ex US Small Cap	-	2.27	(0.01)	(0.02)	(0.01)	4341	797.73
MSCI EAFE Index	-	44.25	(0.01)	(0.04)	(0.04)	825	97.42
MSCI ACWI ex-US Index	-	40.18	0.02	(0.03)	(0.04)	2309	167.61

EuroPacific

Period Ended March 31, 2022

Investment Philosophy

The Fund is highly diversified and includes multiple autonomous investment sleeves. In eleven of the sleeves, the portfolio managers have full autonomy in selecting securities. In the two remaining sleeves, a group of senior research analysts are directly responsible for stock selection. While the sleeves range in style from value to growth, in aggregate the Fund has a significant growth bias. Over the last ten years, this bias has slowly become more pronounced but should not be considered a permanent attribute. Although we consider this Fund to be a core option, it is not benchmark-aware. It may have significant deviations from the benchmark from both a country and sector perspective and will typically have a significant exposure to emerging markets. Although this Fund could serve as a standalone option for smaller accounts, we would recommend clients utilize this Fund in a multi-manager non-US structure with diversifying strategies. Switched from Class R-5 Shares to Class R-6 Shares in December 2009.

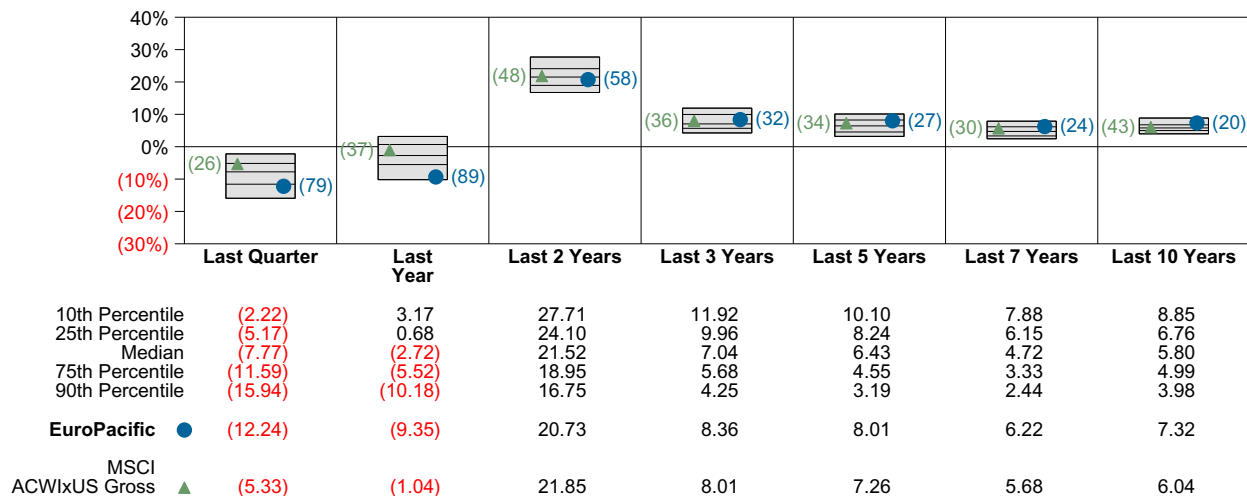
Quarterly Summary and Highlights

- EuroPacific's portfolio posted a (12.24)% return for the quarter placing it in the 79 percentile of the Callan Non US Equity Mutual Funds group for the quarter and in the 89 percentile for the last year.
- EuroPacific's portfolio underperformed the MSCI ACWixUS Gross by 6.90% for the quarter and underperformed the MSCI ACWixUS Gross for the year by 8.31%.

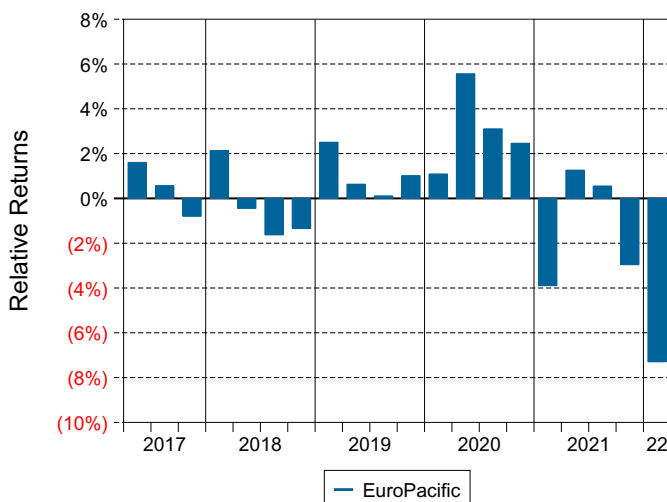
Quarterly Asset Growth

Beginning Market Value	\$32,634,099
Net New Investment	\$0
Investment Gains/(Losses)	\$-3,992,925
Ending Market Value	\$28,641,174

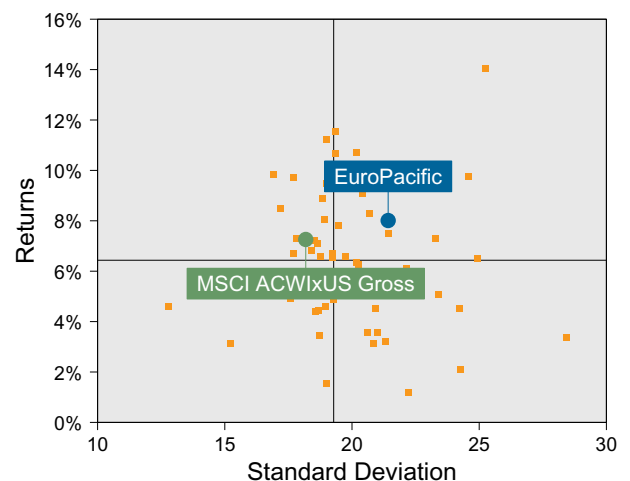
Performance vs Callan Non US Equity Mutual Funds (Net)



Relative Return vs MSCI ACWixUS Gross



Callan Non US Equity Mutual Funds (Net) Annualized Five Year Risk vs Return

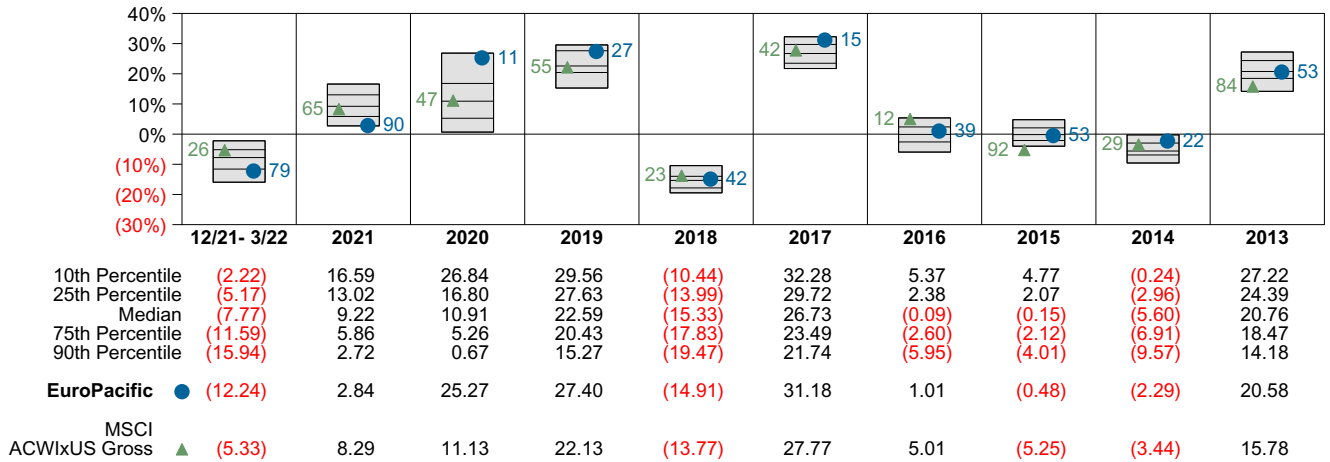


EuroPacific Return Analysis Summary

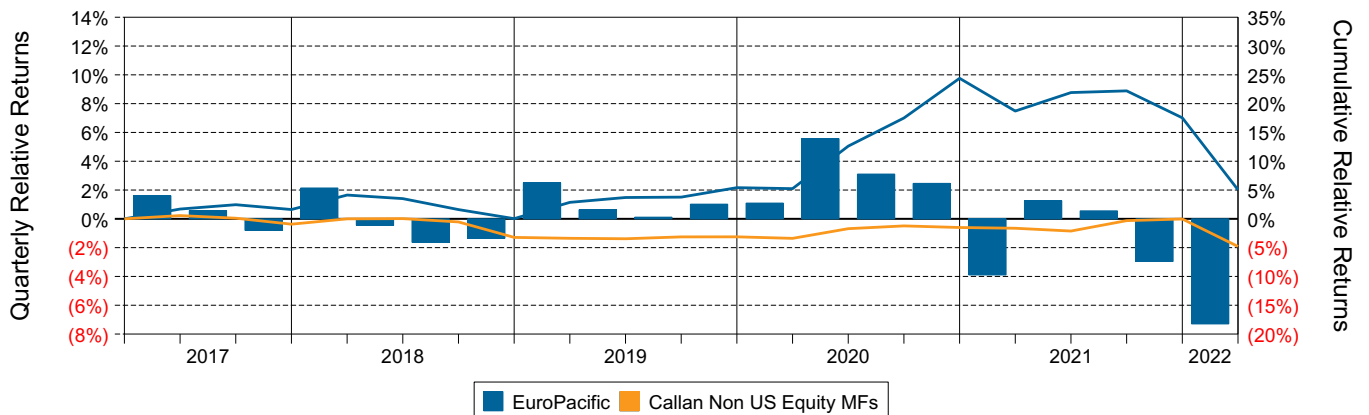
Return Analysis

The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

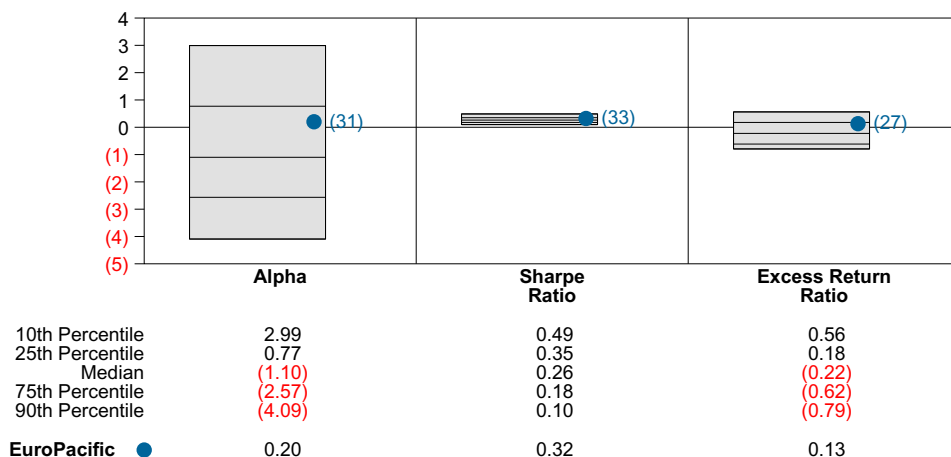
Performance vs Callan Non US Equity Mutual Funds (Net)



Cumulative and Quarterly Relative Returns vs MSCI ACWixUS Gross



Risk Adjusted Return Measures vs MSCI ACWixUS Gross Rankings Against Callan Non US Equity Mutual Funds (Net) Five Years Ended March 31, 2022

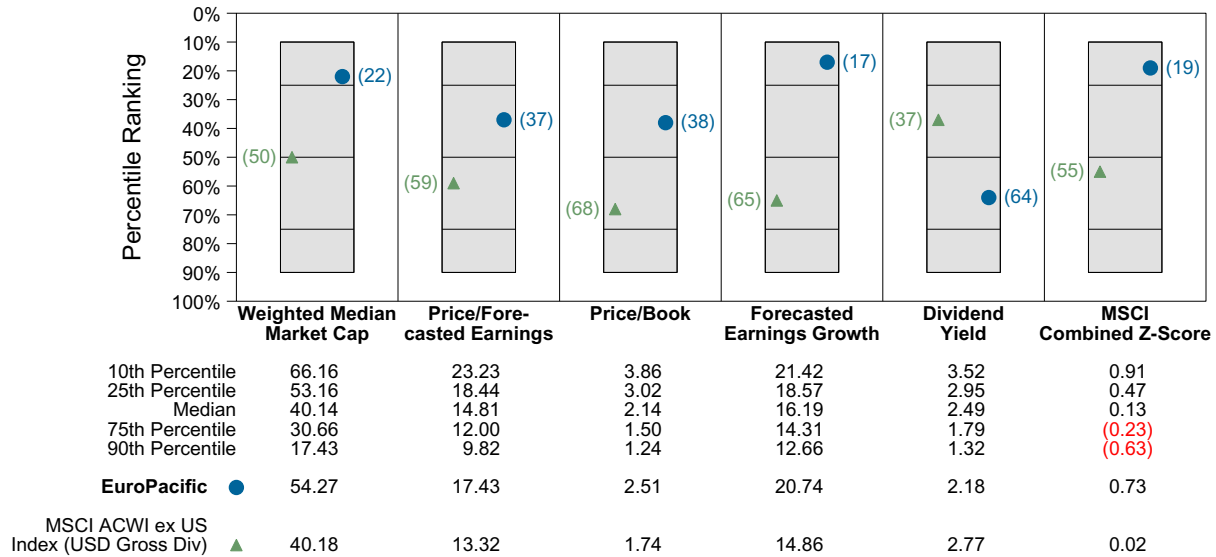


EuroPacific Equity Characteristics Analysis Summary

Portfolio Characteristics

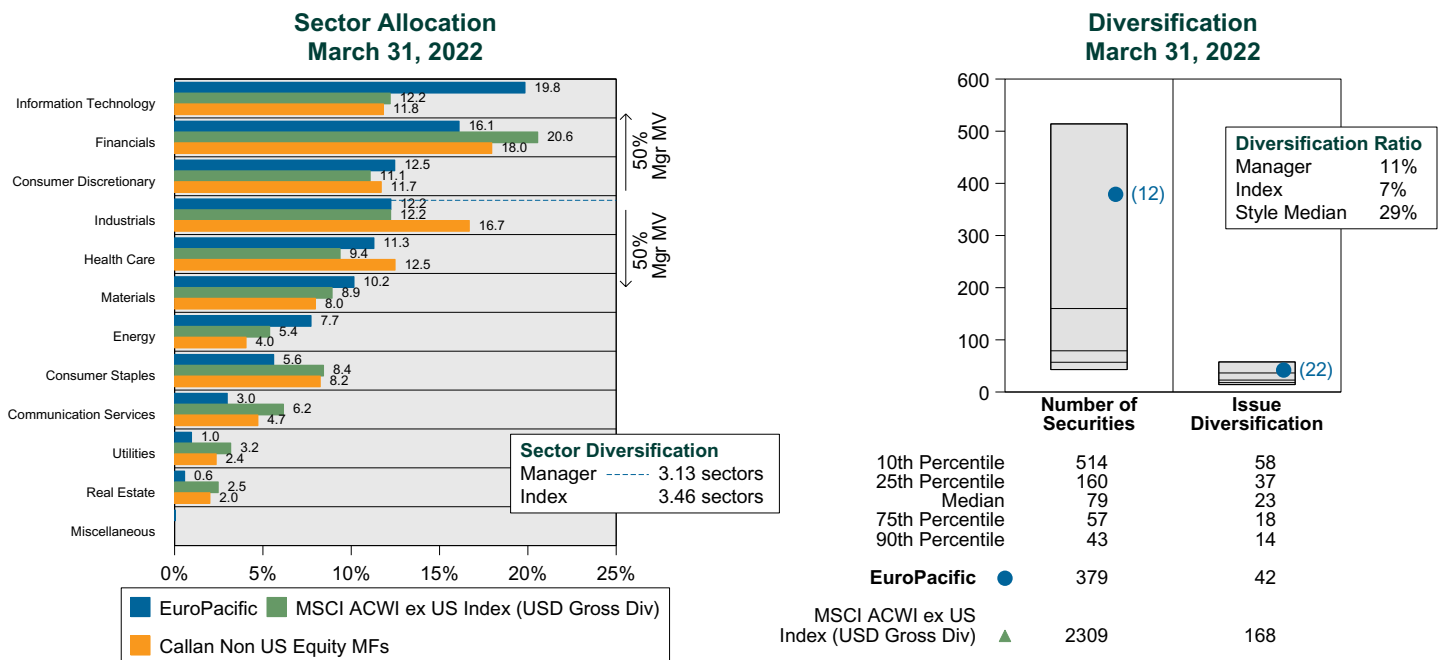
This graph compares the manager's portfolio characteristics with the range of characteristics for the portfolios which make up the manager's style group. This analysis illustrates whether the manager's current holdings are consistent with other managers employing the same style.

Portfolio Characteristics Percentile Rankings Rankings Against Callan Non US Equity Mutual Funds as of March 31, 2022



Sector Weights

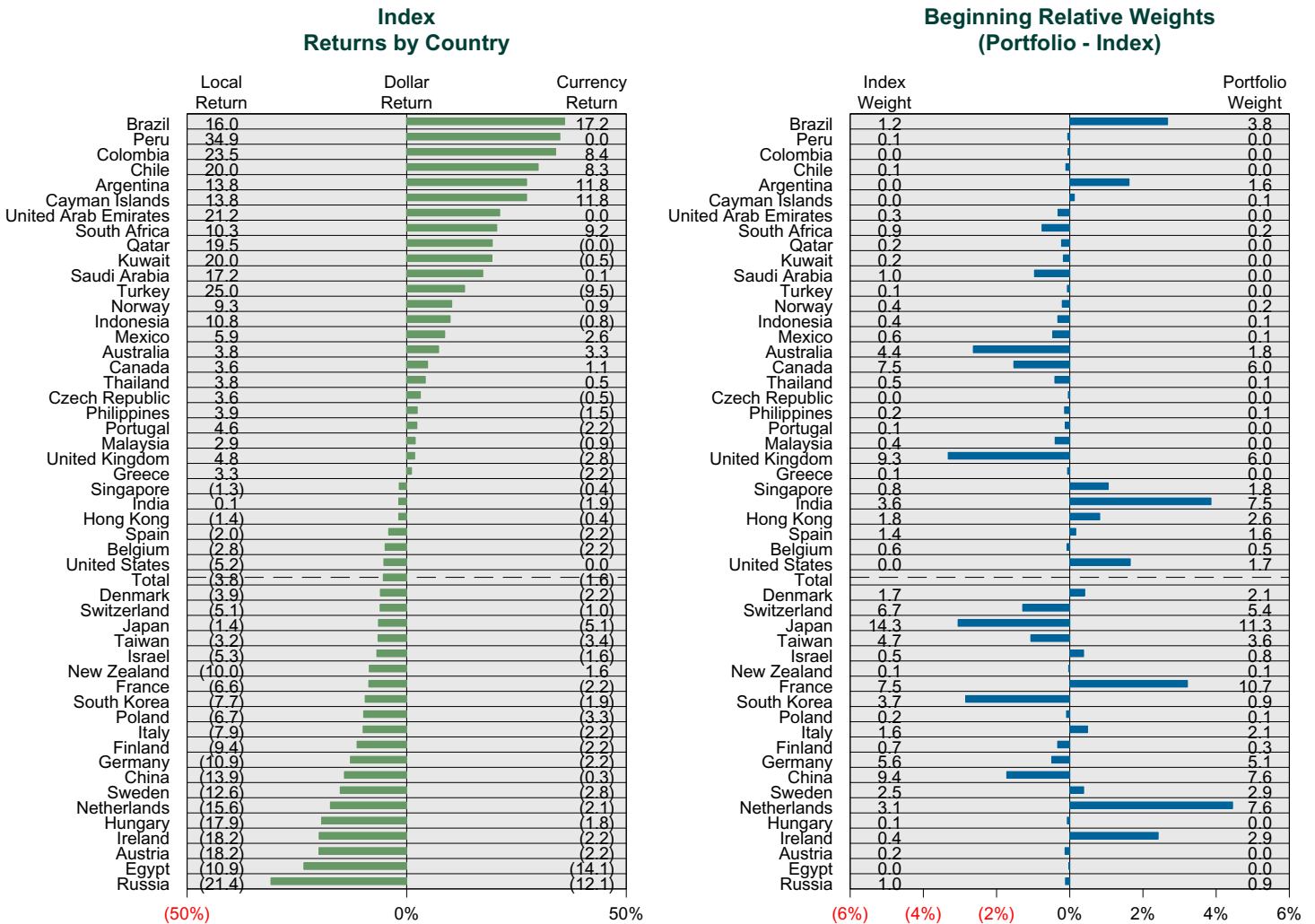
The graph below contrasts the manager's sector weights with those of the benchmark and median sector weights across the members of the peer group. The magnitude of sector weight differences from the index and the manager's sector diversification are also shown. Diversification by number and concentration of holdings are also compared to the benchmark and peer group. Issue Diversification represents by count, and Diversification Ratio by percent, the number of holdings that account for half of the portfolio's market value.



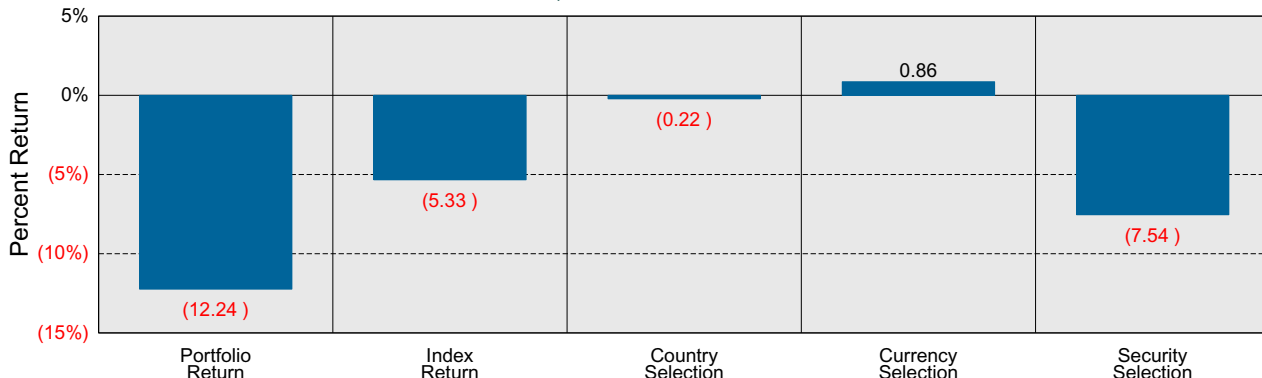
EuroPacific vs MSCI ACWixUS Gross Attribution for Quarter Ended March 31, 2022

International Attribution

The first chart below illustrates the return for each country in the index sorted from high to low. The total return for the index is highlighted with a dotted line. The second chart (countries presented in the same order) illustrates the manager's country allocation decisions relative to the index. To the extent that the manager over-weighted a country that had a higher return than the total return for the index (above the dotted line) it contributes positively to the manager's country (or currency) selection effect. The last chart details the manager return, the index return, and the attribution factors for the quarter.



Attribution Factors for Quarter Ended March 31, 2022



Harbor International Period Ended March 31, 2022

Investment Philosophy

On August 22, 2018, Harbor Funds Board of Trustees appointed Marathon Asset Management LLP (Marathon London) to serve as sub-advisor to the Harbor International Fund, replacing Northern Cross, LLC, effective immediately.

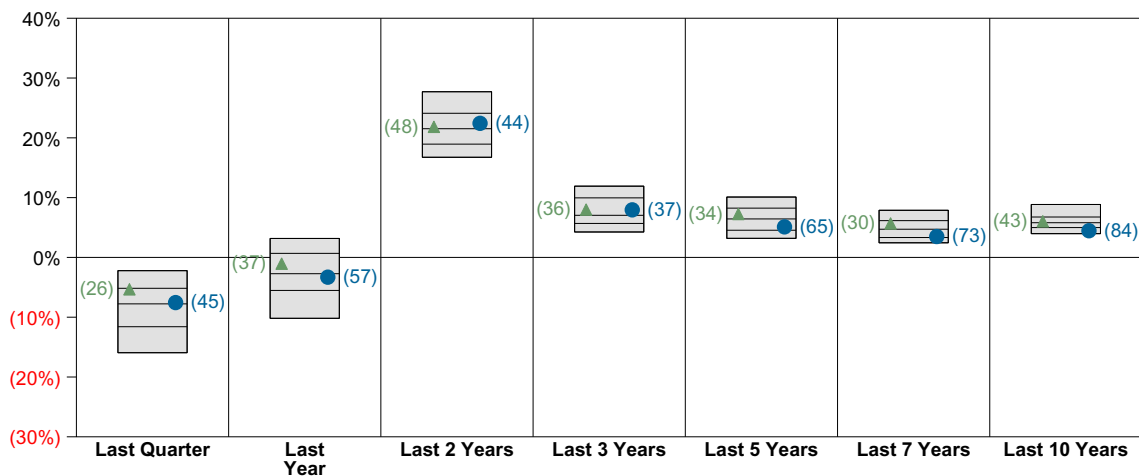
Quarterly Summary and Highlights

- Harbor International's portfolio posted a (7.55)% return for the quarter placing it in the 45 percentile of the Callan Non US Equity Mutual Funds group for the quarter and in the 57 percentile for the last year.
- Harbor International's portfolio underperformed the MSCI ACWIxUS Gross by 2.22% for the quarter and underperformed the MSCI ACWIxUS Gross for the year by 2.26%.

Quarterly Asset Growth

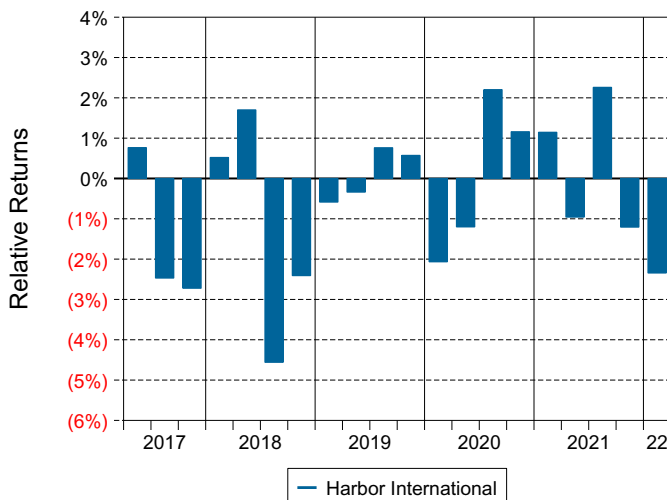
Beginning Market Value	\$36,738,482
Net New Investment	\$0
Investment Gains/(Losses)	\$-2,774,928
Ending Market Value	\$33,963,554

Performance vs Callan Non US Equity Mutual Funds (Net)

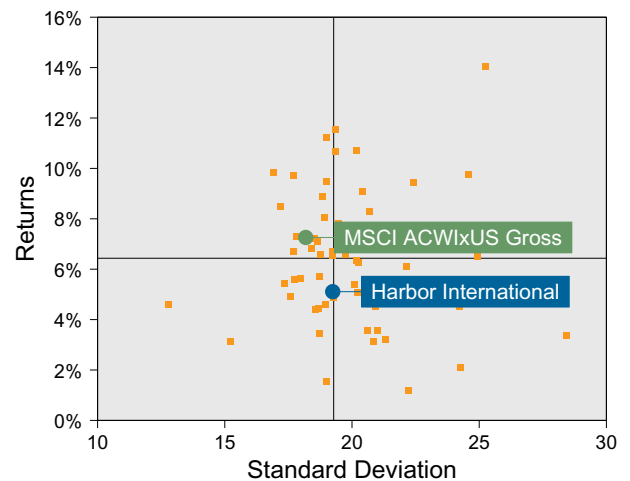


10th Percentile	(2.22)	3.17	27.71	11.92	10.10	7.88	8.85
25th Percentile	(5.17)	0.68	24.10	9.96	8.24	6.15	6.76
Median	(7.77)	(2.72)	21.52	7.04	6.43	4.72	5.80
75th Percentile	(11.59)	(5.52)	18.95	5.68	4.55	3.33	4.99
90th Percentile	(15.94)	(10.18)	16.75	4.25	3.19	2.44	3.98
Harbor International	● (7.55)	(3.31)	22.43	7.95	5.11	3.49	4.46
MSCI ACWIxUS Gross	▲ (5.33)	(1.04)	21.85	8.01	7.26	5.68	6.04

Relative Return vs MSCI ACWIxUS Gross



Callan Non US Equity Mutual Funds (Net) Annualized Five Year Risk vs Return

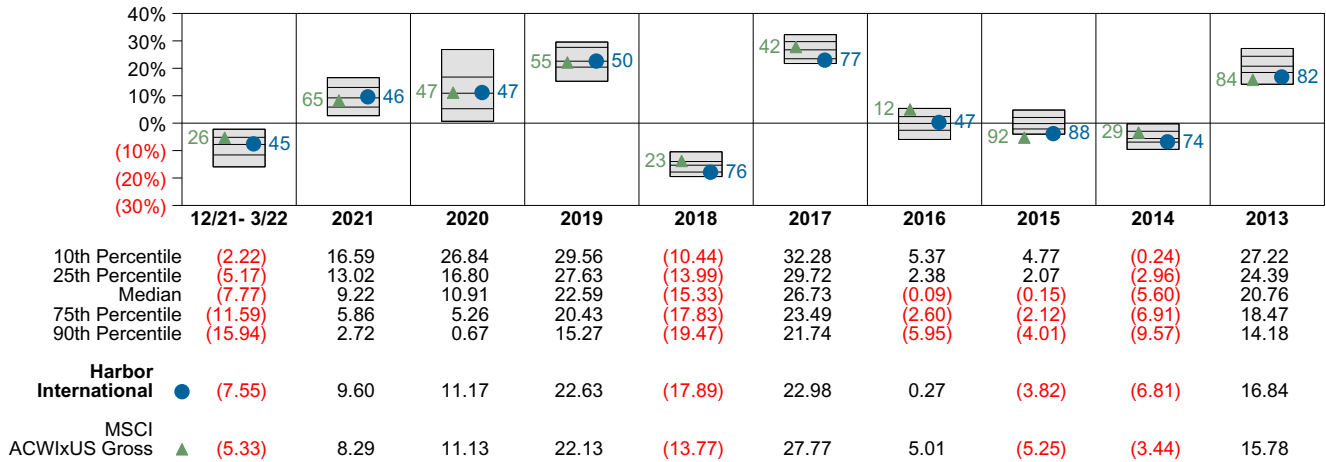


Harbor International Return Analysis Summary

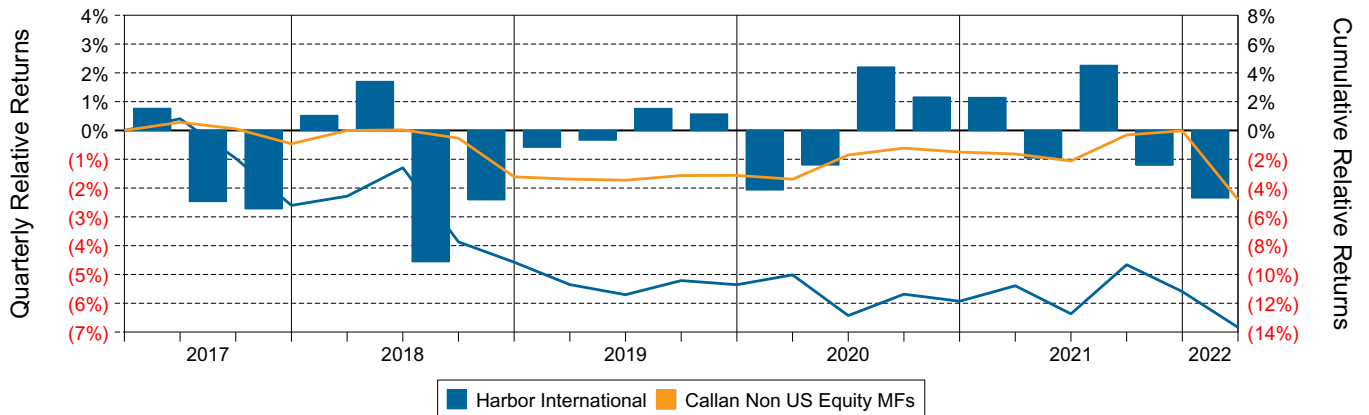
Return Analysis

The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

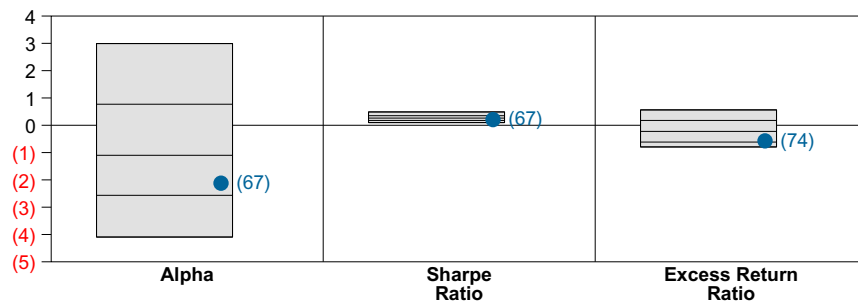
Performance vs Callan Non US Equity Mutual Funds (Net)



Cumulative and Quarterly Relative Returns vs MSCI ACWixUS Gross



Risk Adjusted Return Measures vs MSCI ACWixUS Gross Rankings Against Callan Non US Equity Mutual Funds (Net) Five Years Ended March 31, 2022



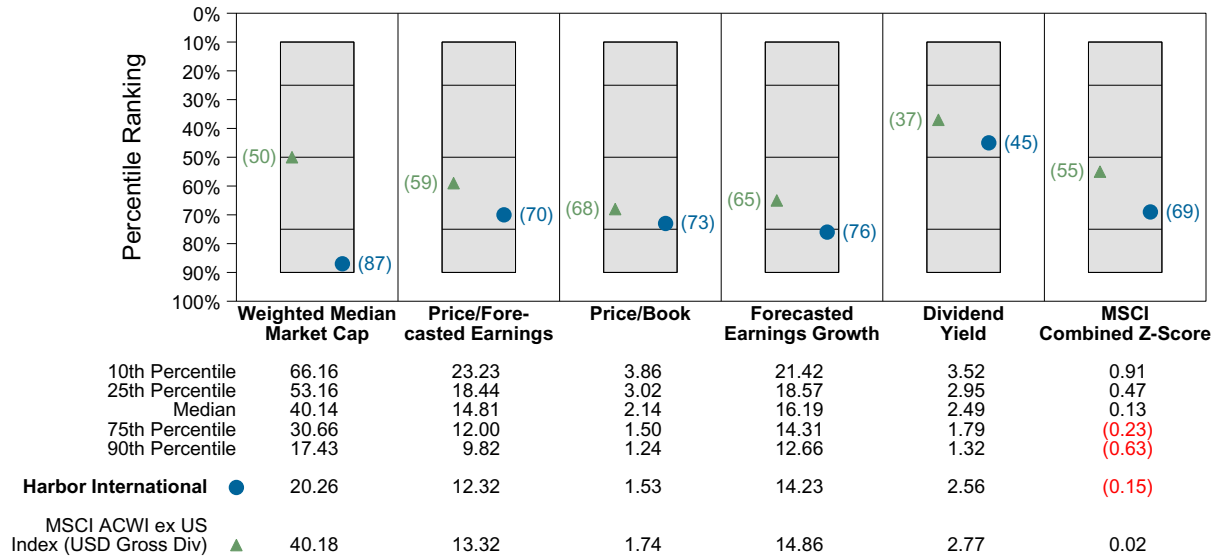
	Alpha	Sharpe Ratio	Excess Return Ratio
10th Percentile	2.99	0.49	0.56
25th Percentile	0.77	0.35	0.18
Median	(1.10)	0.26	(0.22)
75th Percentile	(2.57)	0.18	(0.62)
90th Percentile	(4.09)	0.10	(0.79)
Harbor International	(2.12)	0.21	(0.57)

Harbor International Equity Characteristics Analysis Summary

Portfolio Characteristics

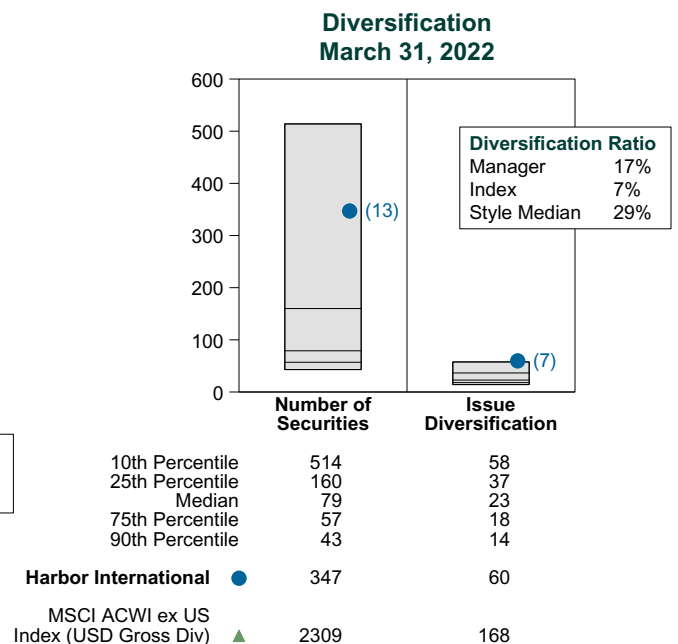
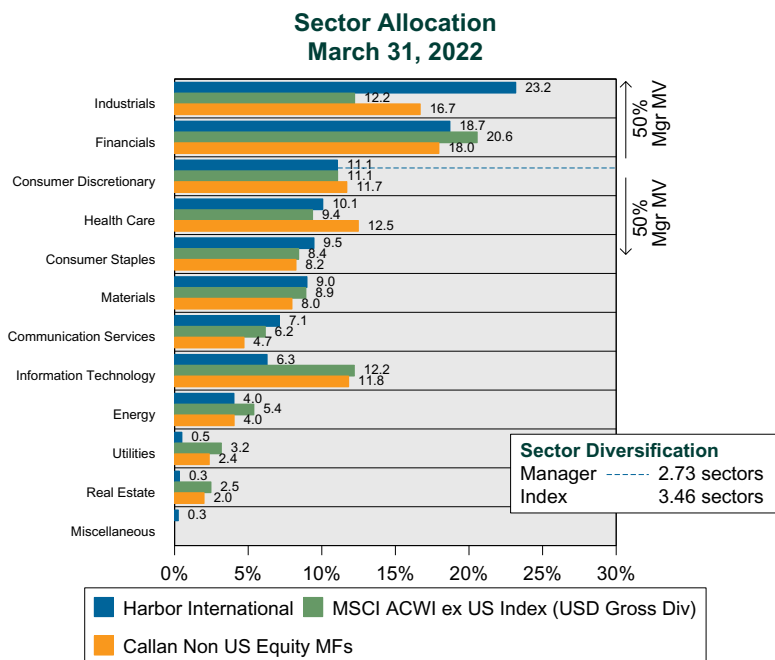
This graph compares the manager's portfolio characteristics with the range of characteristics for the portfolios which make up the manager's style group. This analysis illustrates whether the manager's current holdings are consistent with other managers employing the same style.

Portfolio Characteristics Percentile Rankings Rankings Against Callan Non US Equity Mutual Funds as of March 31, 2022



Sector Weights

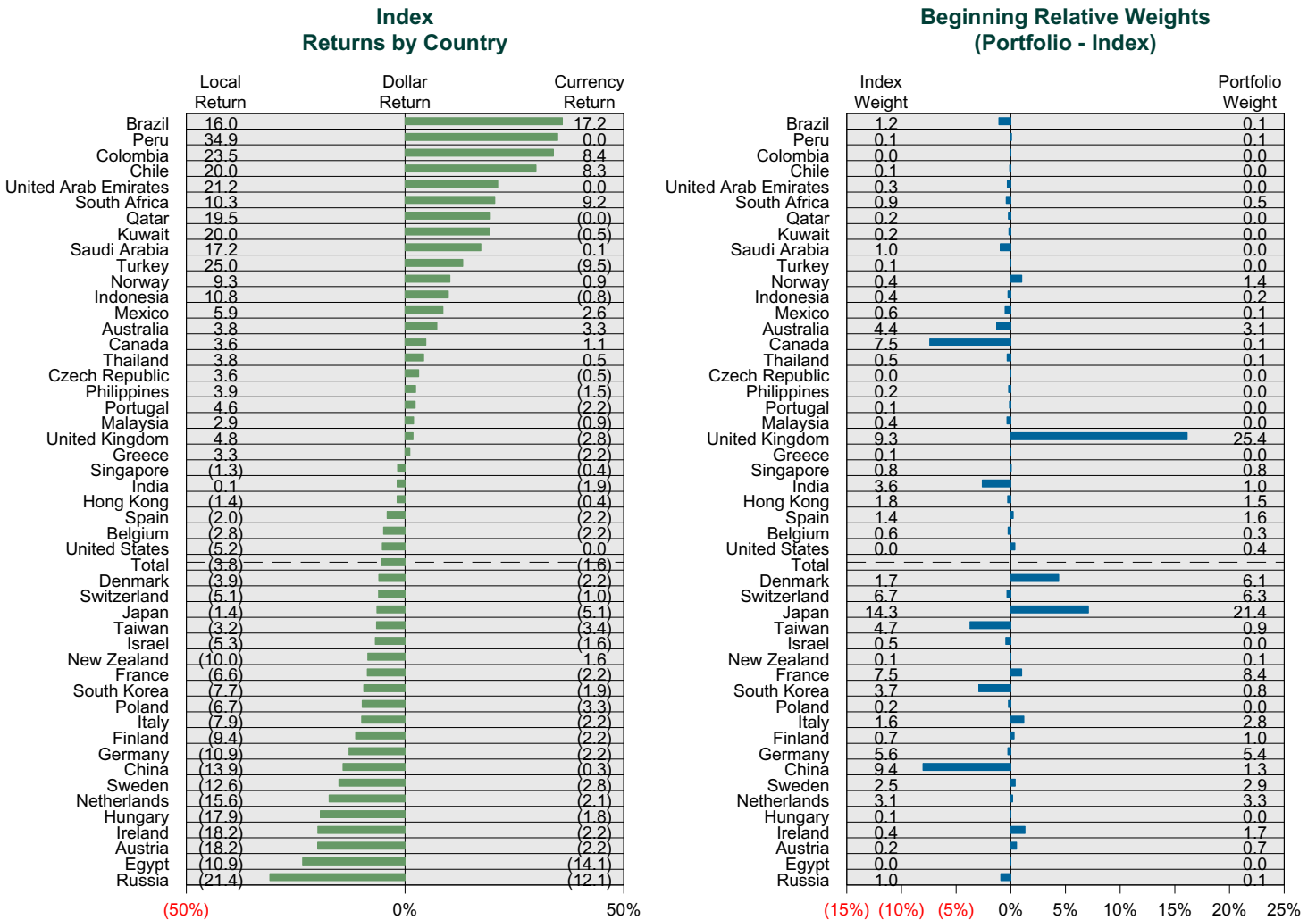
The graph below contrasts the manager's sector weights with those of the benchmark and median sector weights across the members of the peer group. The magnitude of sector weight differences from the index and the manager's sector diversification are also shown. Diversification by number and concentration of holdings are also compared to the benchmark and peer group. Issue Diversification represents by count, and Diversification Ratio by percent, the number of holdings that account for half of the portfolio's market value.



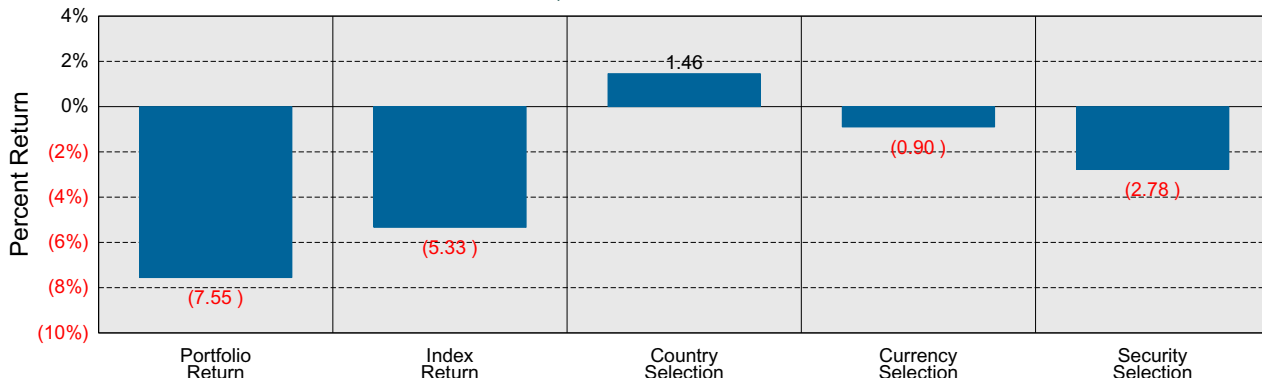
Harbor International vs MSCI ACWIxUS Gross Attribution for Quarter Ended March 31, 2022

International Attribution

The first chart below illustrates the return for each country in the index sorted from high to low. The total return for the index is highlighted with a dotted line. The second chart (countries presented in the same order) illustrates the manager's country allocation decisions relative to the index. To the extent that the manager over-weighted a country that had a higher return than the total return for the index (above the dotted line) it contributes positively to the manager's country (or currency) selection effect. The last chart details the manager return, the index return, and the attribution factors for the quarter.



Attribution Factors for Quarter Ended March 31, 2022



Oakmark International

Period Ended March 31, 2022

Investment Philosophy

The Oakmark International Fund is sub-advised by Harris Associates. Harris employs a value approach to investing and relies on its in-house research capabilities to build focused portfolios. The investment team purchases international stocks in both established and emerging markets that are selling at a substantial discount to intrinsic value. Unlike some value managers, Harris places particular emphasis on a company's ability to generate free cash flow as well as the strength of company management. Stocks are also analyzed in terms of financial strength, the position of the company in its industry, and the attractiveness of the industry. The resulting portfolio is relatively concentrated with between 35-65 holdings (although typical number of holdings has been in the 50-55 range). The portfolio is highly benchmark agnostic and the portfolios risk guidelines are broad. The strategy's exposure to emerging markets varies but is limited to 20% of the portfolio. A company is typically purchased when its discount to intrinsic value is 30% or greater and sold when that discount nears 10% or less. Turnover has typically averaged less than 20% a year, reflecting the investment teams 3-5 year outlook on its holdings. *This fund was converted into a CIT in November 2015.

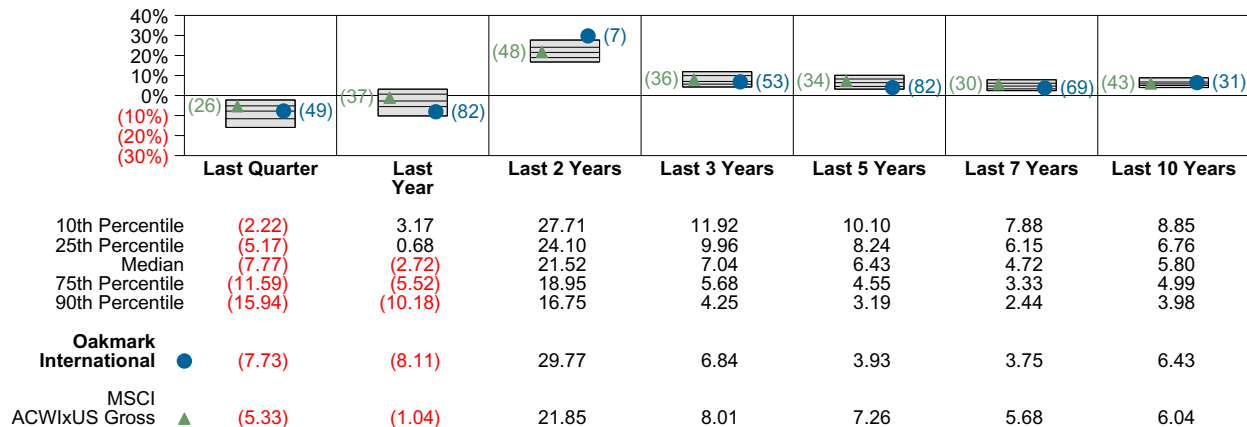
Quarterly Summary and Highlights

- Oakmark International's portfolio posted a (7.73)% return for the quarter placing it in the 49 percentile of the Callan Non US Equity Mutual Funds group for the quarter and in the 82 percentile for the last year.
- Oakmark International's portfolio underperformed the MSCI ACWixUS Gross by 2.39% for the quarter and underperformed the MSCI ACWixUS Gross for the year by 7.06%.

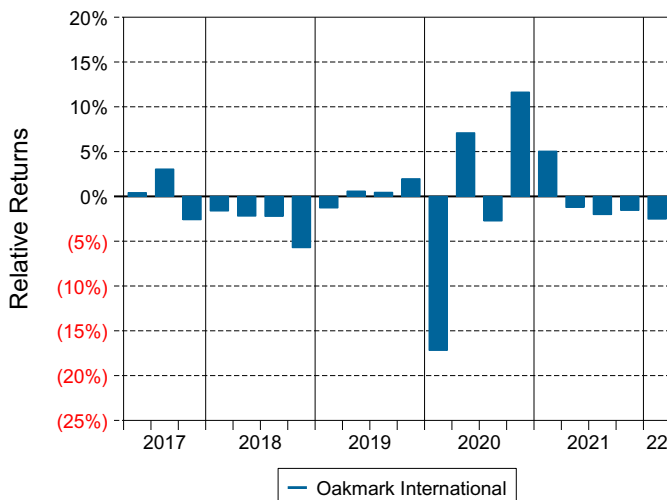
Quarterly Asset Growth

Beginning Market Value	\$34,832,923
Net New Investment	\$0
Investment Gains/(Losses)	\$-2,692,102
Ending Market Value	\$32,140,821

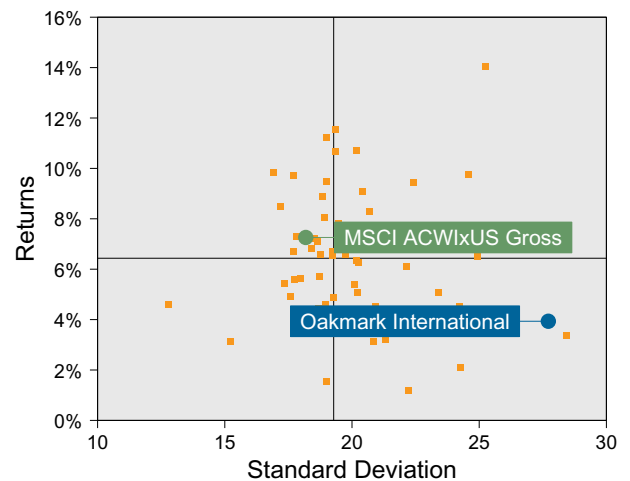
Performance vs Callan Non US Equity Mutual Funds (Net)



Relative Return vs MSCI ACWixUS Gross



Callan Non US Equity Mutual Funds (Net) Annualized Five Year Risk vs Return

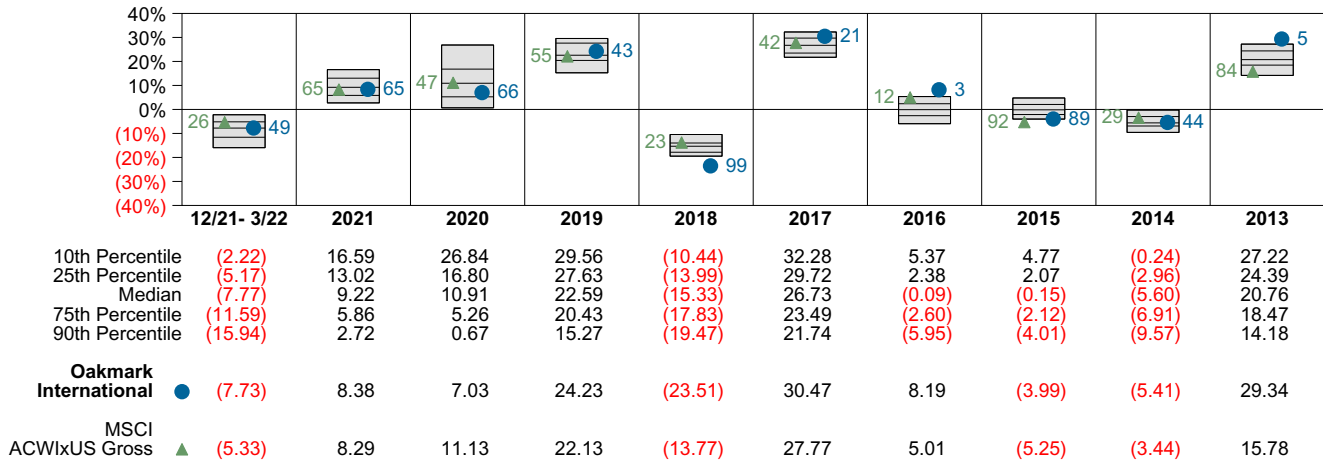


Oakmark International Return Analysis Summary

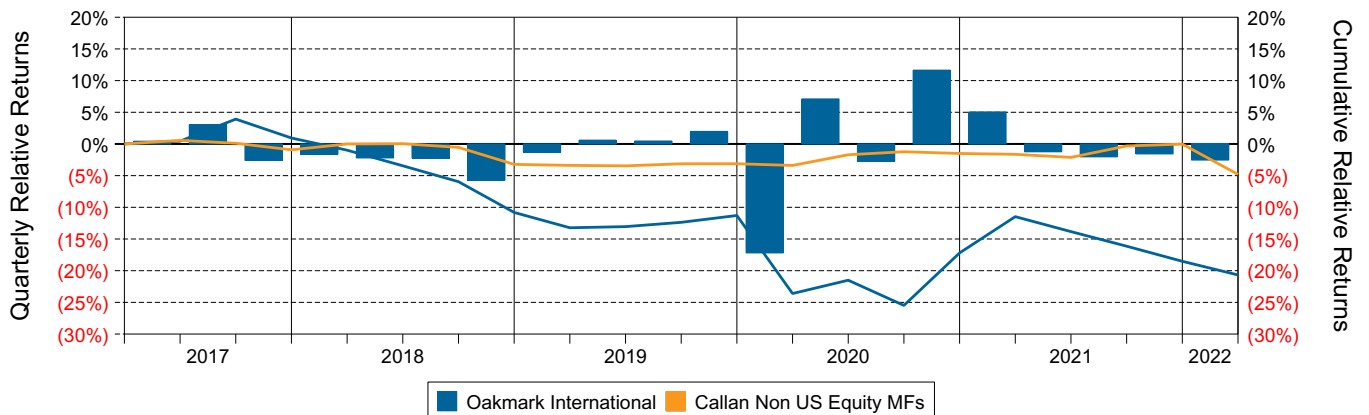
Return Analysis

The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

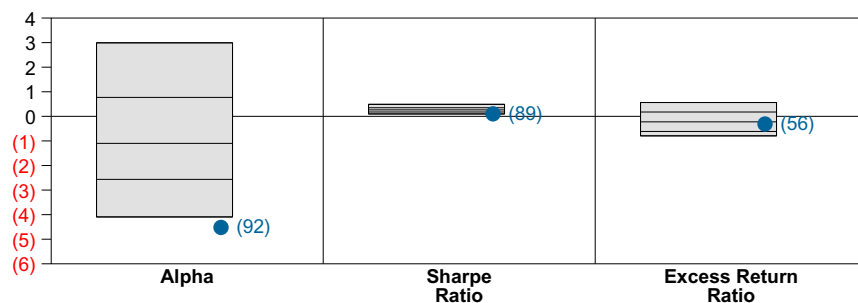
Performance vs Callan Non US Equity Mutual Funds (Net)



Cumulative and Quarterly Relative Returns vs MSCI ACWixUS Gross



Risk Adjusted Return Measures vs MSCI ACWixUS Gross Rankings Against Callan Non US Equity Mutual Funds (Net) Five Years Ended March 31, 2022



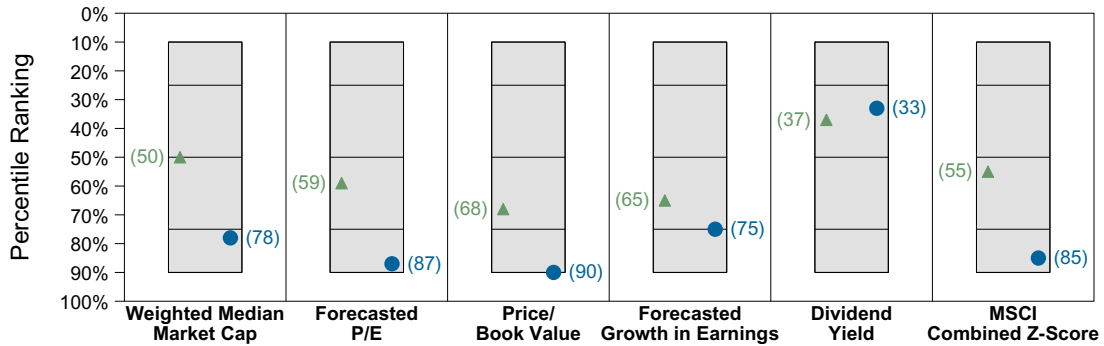
	Alpha	Sharpe Ratio	Excess Return Ratio
10th Percentile	2.99	0.49	0.56
25th Percentile	0.77	0.35	0.18
Median	(1.10)	0.26	(0.22)
75th Percentile	(2.57)	0.18	(0.62)
90th Percentile	(4.09)	0.10	(0.79)
Oakmark International	(4.52)	0.10	(0.31)

Oakmark International Equity Characteristics Analysis Summary

Portfolio Characteristics

This graph compares the manager's portfolio characteristics with the range of characteristics for the portfolios which make up the manager's style group. This analysis illustrates whether the manager's current holdings are consistent with other managers employing the same style.

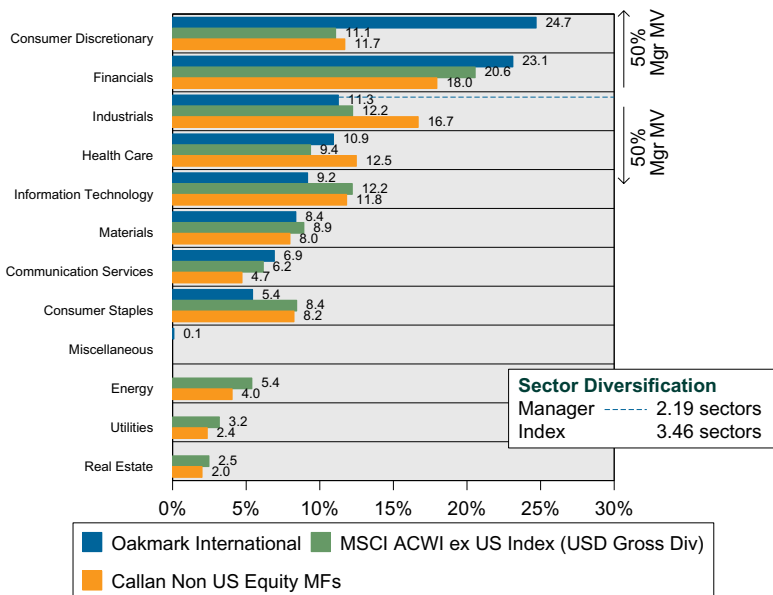
Portfolio Characteristics Percentile Rankings Rankings Against Callan Non US Equity Mutual Funds as of March 31, 2022



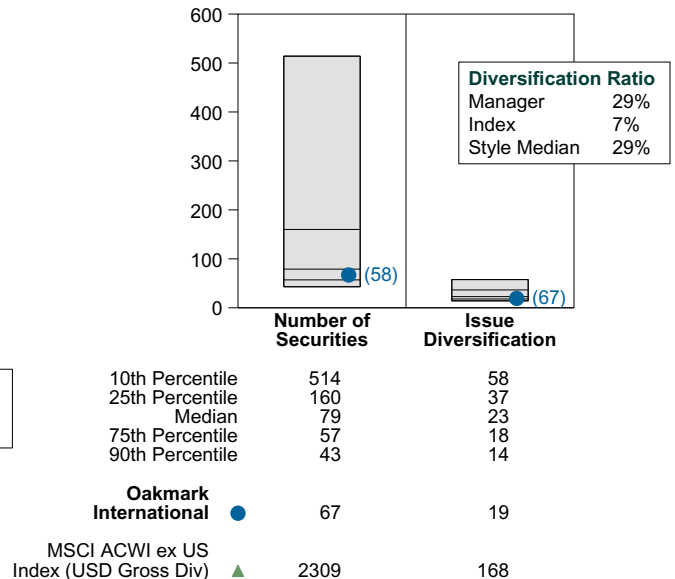
Sector Weights

The graph below contrasts the manager's sector weights with those of the benchmark and median sector weights across the members of the peer group. The magnitude of sector weight differences from the index and the manager's sector diversification are also shown. Diversification by number and concentration of holdings are also compared to the benchmark and peer group. Issue Diversification represents by count, and Diversification Ratio by percent, the number of holdings that account for half of the portfolio's market value.

Sector Allocation March 31, 2022



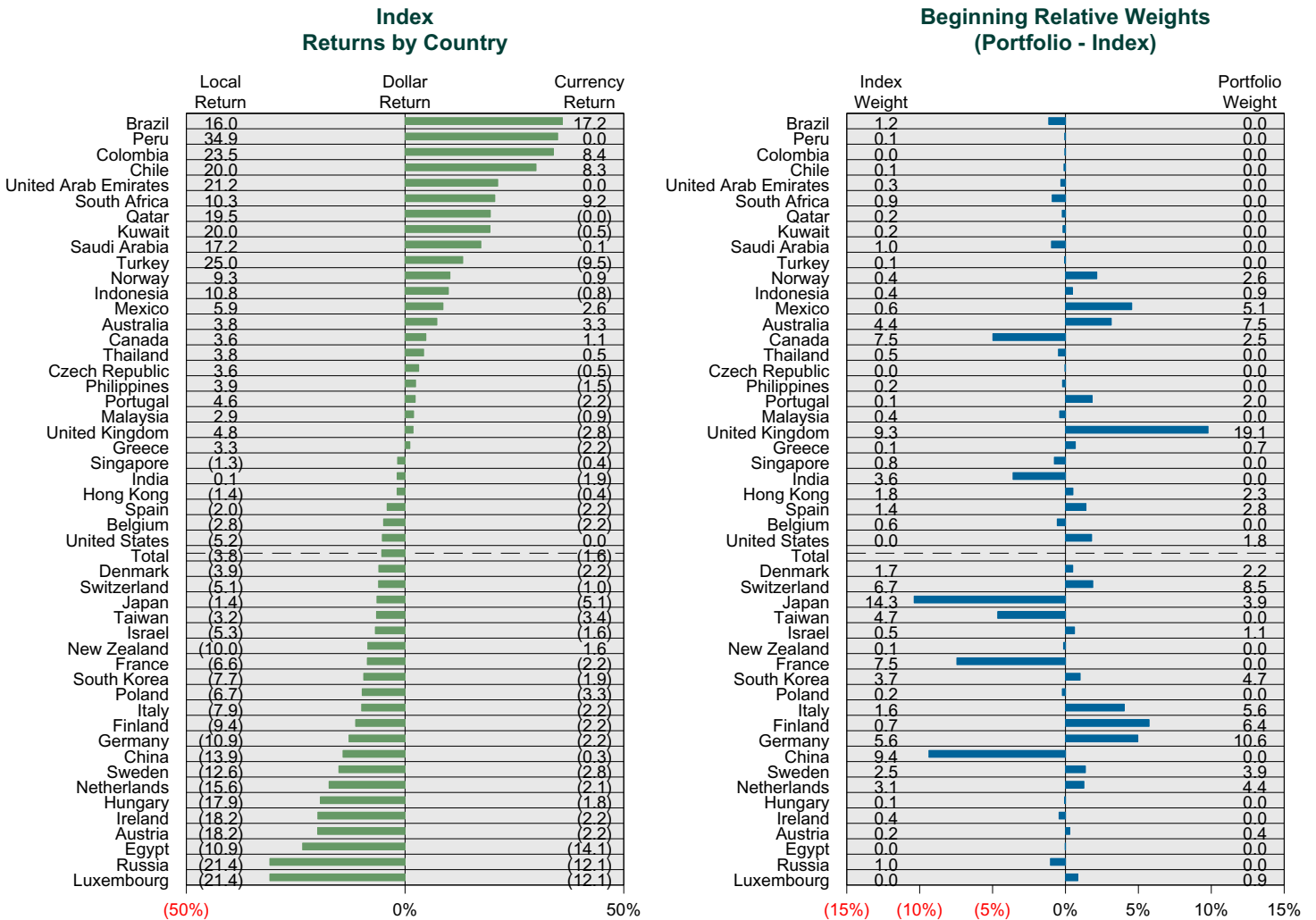
Diversification March 31, 2022



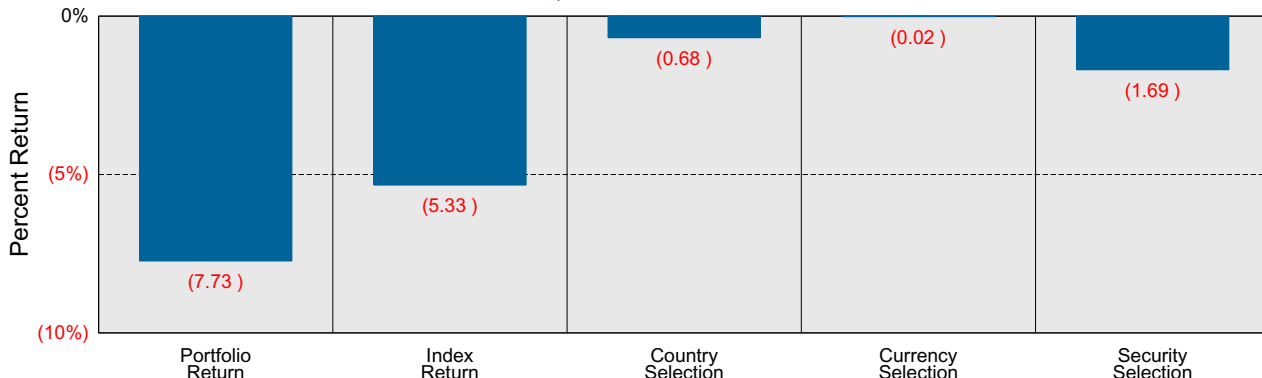
Oakmark International vs MSCI ACWIxUS Gross Attribution for Quarter Ended March 31, 2022

International Attribution

The first chart below illustrates the return for each country in the index sorted from high to low. The total return for the index is highlighted with a dotted line. The second chart (countries presented in the same order) illustrates the manager's country allocation decisions relative to the index. To the extent that the manager over-weighted a country that had a higher return than the total return for the index (above the dotted line) it contributes positively to the manager's country (or currency) selection effect. The last chart details the manager return, the index return, and the attribution factors for the quarter.



Attribution Factors for Quarter Ended March 31, 2022



Mondrian International Period Ended March 31, 2022

Investment Philosophy

Mondrian's value driven investment philosophy is based on the belief that investments need to be evaluated in terms of their fundamental long-term value. In the management of international equity assets, they invest in securities where rigorous dividend discount analysis identifies value in terms of the long term flow of income. Mondrian's management fee is 80 bps on all assets.

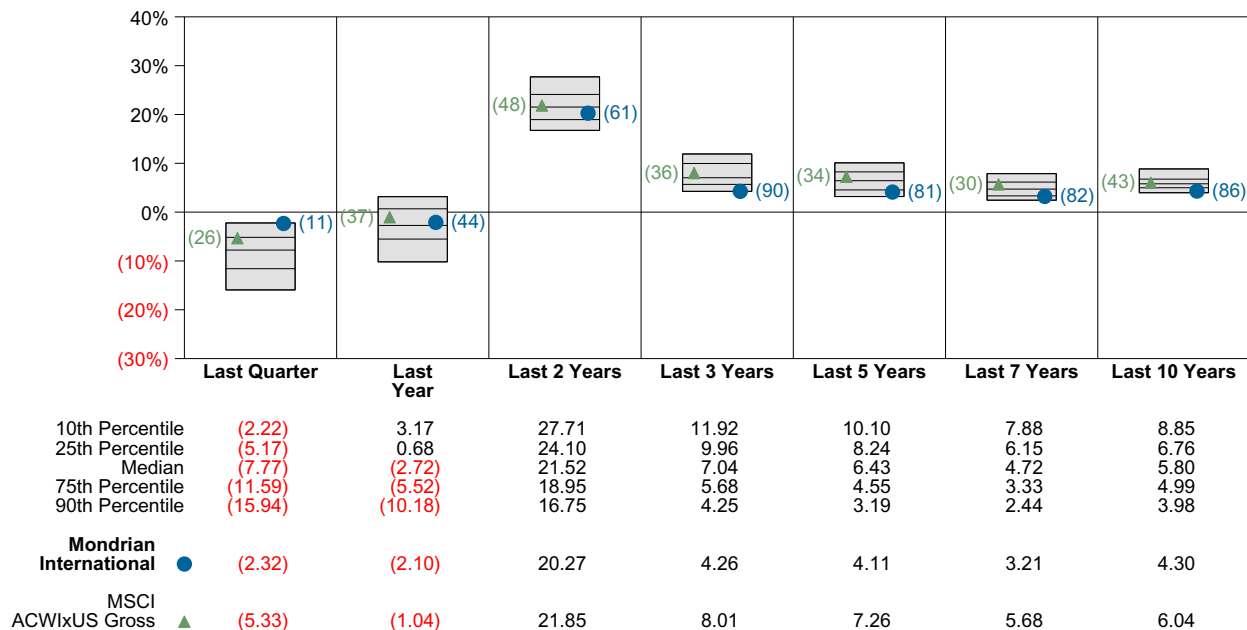
Quarterly Summary and Highlights

- Mondrian International's portfolio posted a (2.32)% return for the quarter placing it in the 11 percentile of the Callan Non US Equity Mutual Funds group for the quarter and in the 44 percentile for the last year.
- Mondrian International's portfolio outperformed the MSCI ACWixUS Gross by 3.01% for the quarter and underperformed the MSCI ACWixUS Gross for the year by 1.06%.

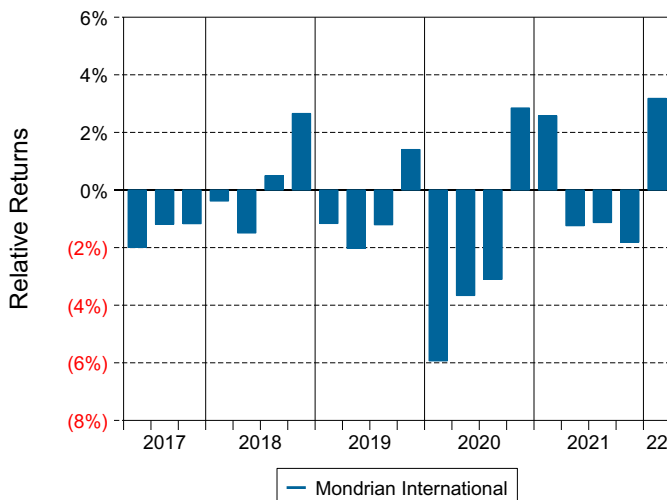
Quarterly Asset Growth

Beginning Market Value	\$33,165,765
Net New Investment	\$0
Investment Gains/(Losses)	\$-706,741
Ending Market Value	\$32,459,024

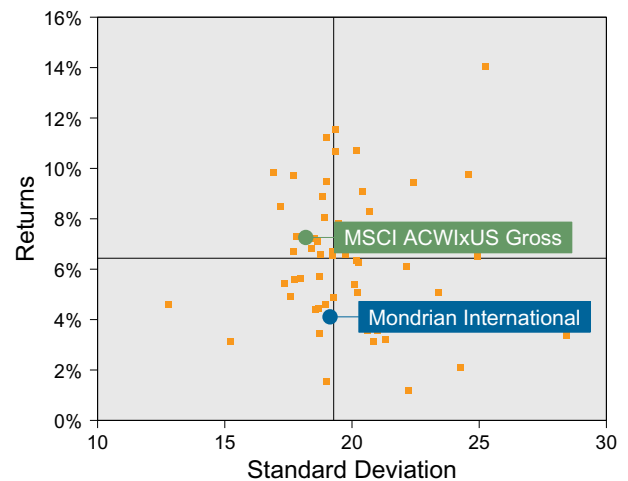
Performance vs Callan Non US Equity Mutual Funds (Net)



Relative Return vs MSCI ACWixUS Gross



Callan Non US Equity Mutual Funds (Net) Annualized Five Year Risk vs Return

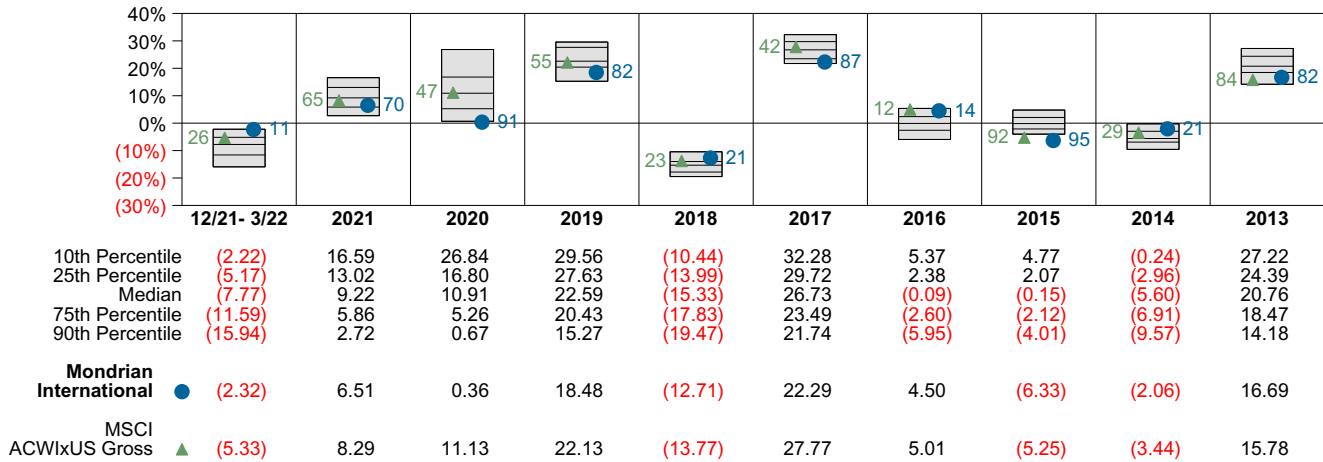


Mondrian International Return Analysis Summary

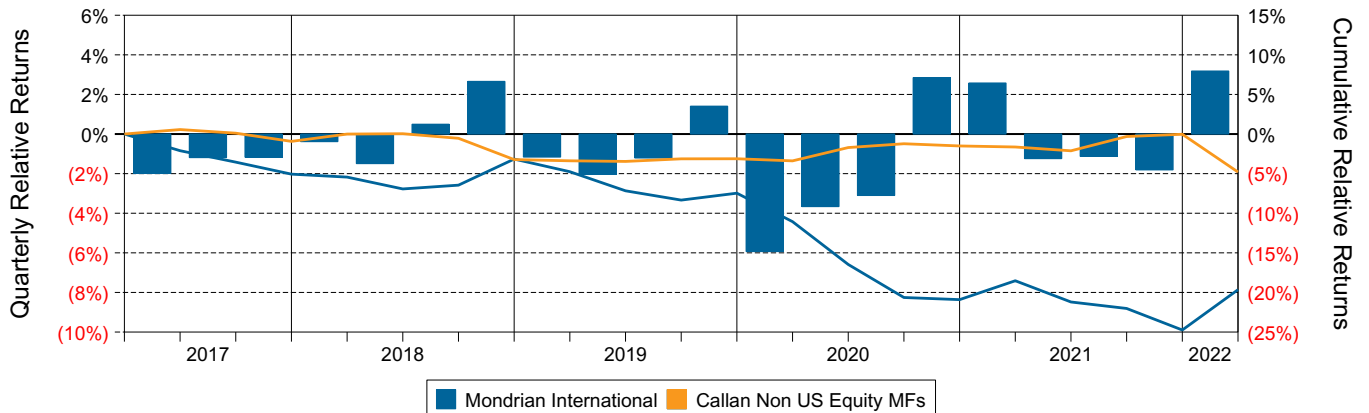
Return Analysis

The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

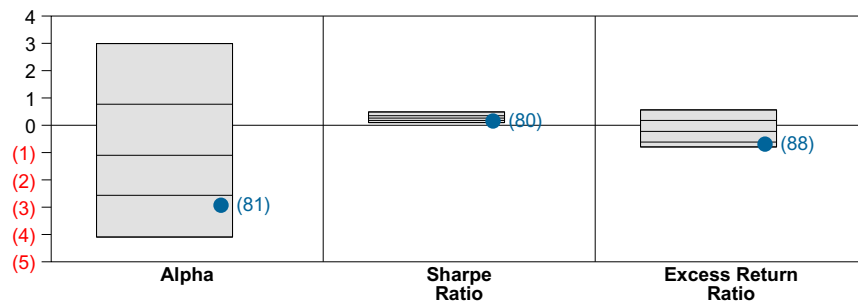
Performance vs Callan Non US Equity Mutual Funds (Net)



Cumulative and Quarterly Relative Returns vs MSCI ACWixUS Gross



Risk Adjusted Return Measures vs MSCI ACWixUS Gross Rankings Against Callan Non US Equity Mutual Funds (Net) Five Years Ended March 31, 2022



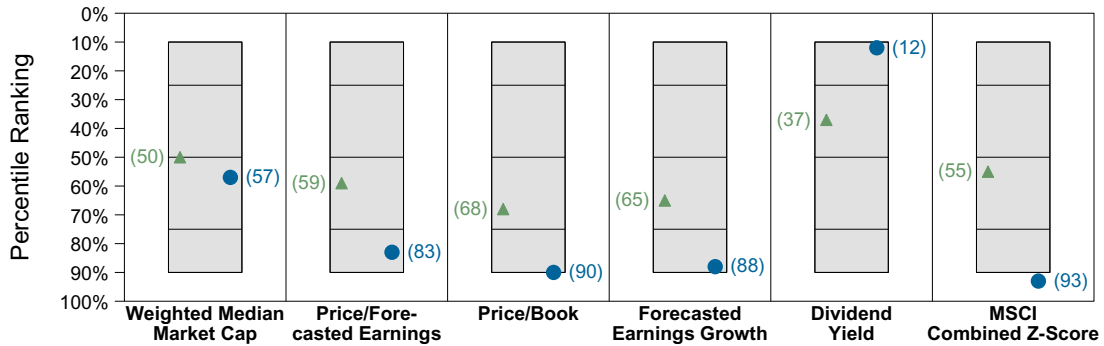
	Alpha	Sharpe Ratio	Excess Return Ratio
10th Percentile	2.99	0.49	0.56
25th Percentile	0.77	0.35	0.18
Median	(1.10)	0.26	(0.22)
75th Percentile	(2.57)	0.18	(0.62)
90th Percentile	(4.09)	0.10	(0.79)
Mondrian International	● (2.93)	0.16	(0.69)

Mondrian International Equity Characteristics Analysis Summary

Portfolio Characteristics

This graph compares the manager's portfolio characteristics with the range of characteristics for the portfolios which make up the manager's style group. This analysis illustrates whether the manager's current holdings are consistent with other managers employing the same style.

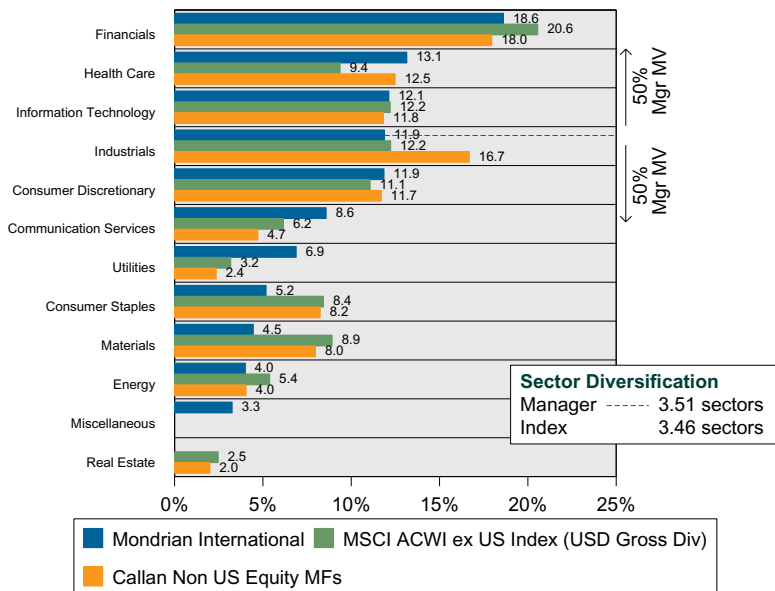
Portfolio Characteristics Percentile Rankings Rankings Against Callan Non US Equity Mutual Funds as of March 31, 2022



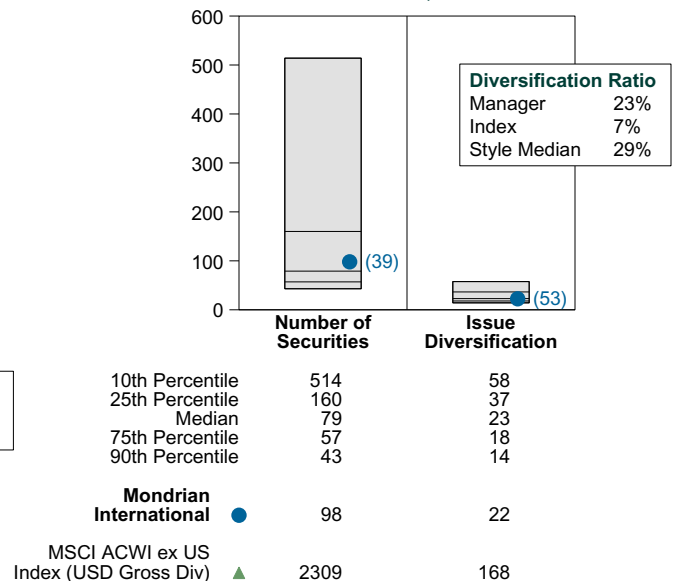
Sector Weights

The graph below contrasts the manager's sector weights with those of the benchmark and median sector weights across the members of the peer group. The magnitude of sector weight differences from the index and the manager's sector diversification are also shown. Diversification by number and concentration of holdings are also compared to the benchmark and peer group. Issue Diversification represents by count, and Diversification Ratio by percent, the number of holdings that account for half of the portfolio's market value.

Sector Allocation March 31, 2022



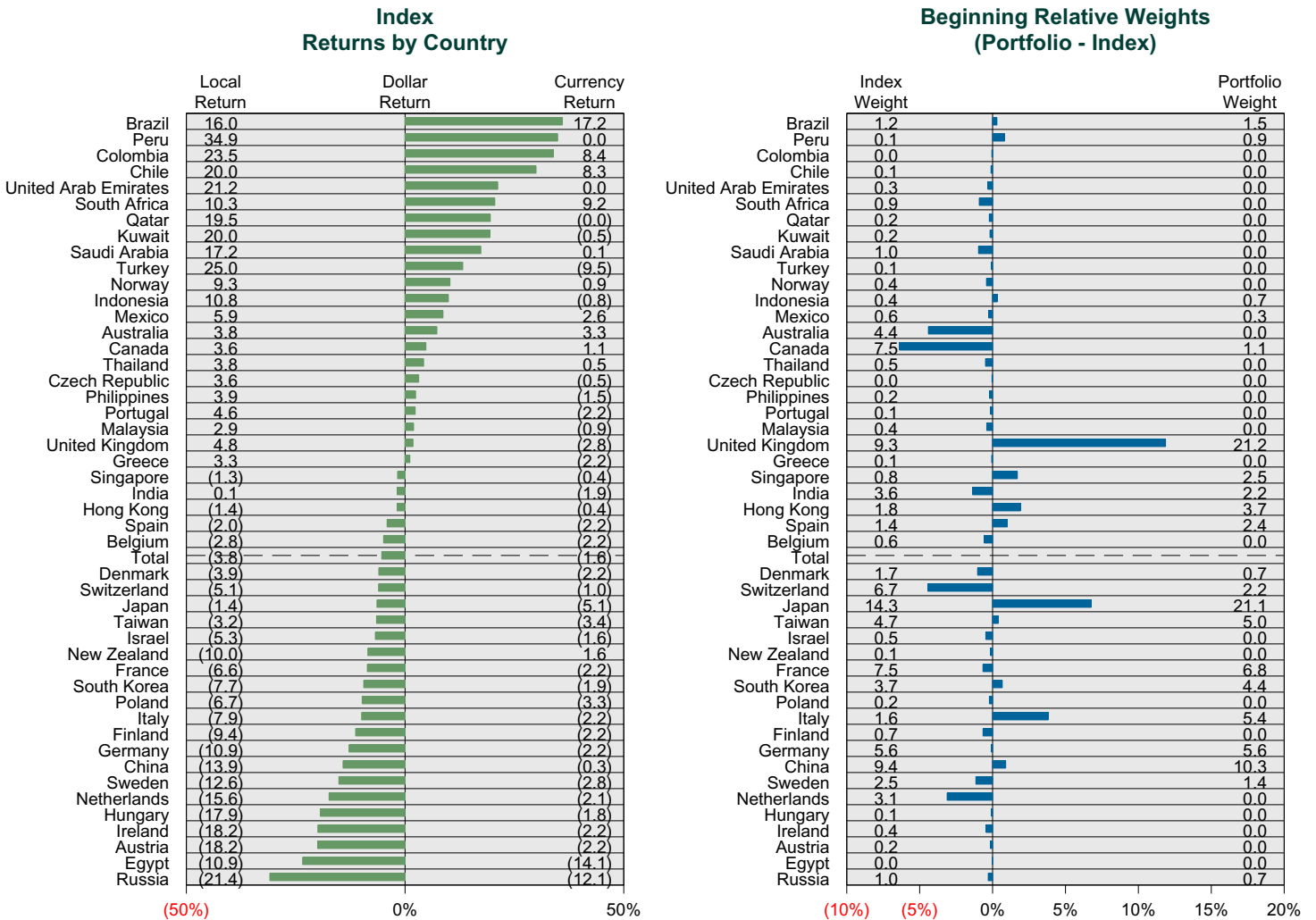
Diversification March 31, 2022



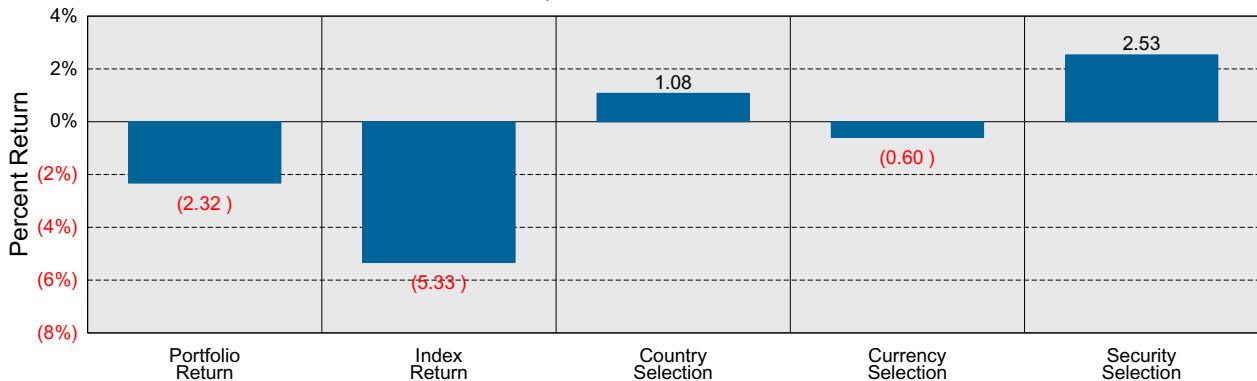
Mondrian International vs MSCI ACWixUS Gross Attribution for Quarter Ended March 31, 2022

International Attribution

The first chart below illustrates the return for each country in the index sorted from high to low. The total return for the index is highlighted with a dotted line. The second chart (countries presented in the same order) illustrates the manager's country allocation decisions relative to the index. To the extent that the manager over-weighted a country that had a higher return than the total return for the index (above the dotted line) it contributes positively to the manager's country (or currency) selection effect. The last chart details the manager return, the index return, and the attribution factors for the quarter.



Attribution Factors for Quarter Ended March 31, 2022



T. Rowe Price Intl Small Cap Period Ended March 31, 2022

Investment Philosophy

T. Rowe's International Small Cap strategy has been managed within a multi-portfolio manager structure with regional responsibilities since inception. The group has been incredibly stable, however, in 2021 Ben Griffiths took on the leadership role of the team from previous portfolio manager, Justin Thomson who was elevated to head of T. Rowe's International Equity division. Fortunately, Griffiths has been a member of the team since 2006 and well equipped to take over. The investment process focuses on finding high quality businesses that can generate performance beyond a business cycle. The team takes a long-term approach to identify 200 to 250 stocks for the portfolio, diversified across sectors and regions. Historical results are impressive as the portfolio's investments in compounding growth companies have done well, although the strategy may struggle in commodity-driven and/or cyclical regimes. Portfolio was funded September 2017. Historical returns are that of the manager's composite.

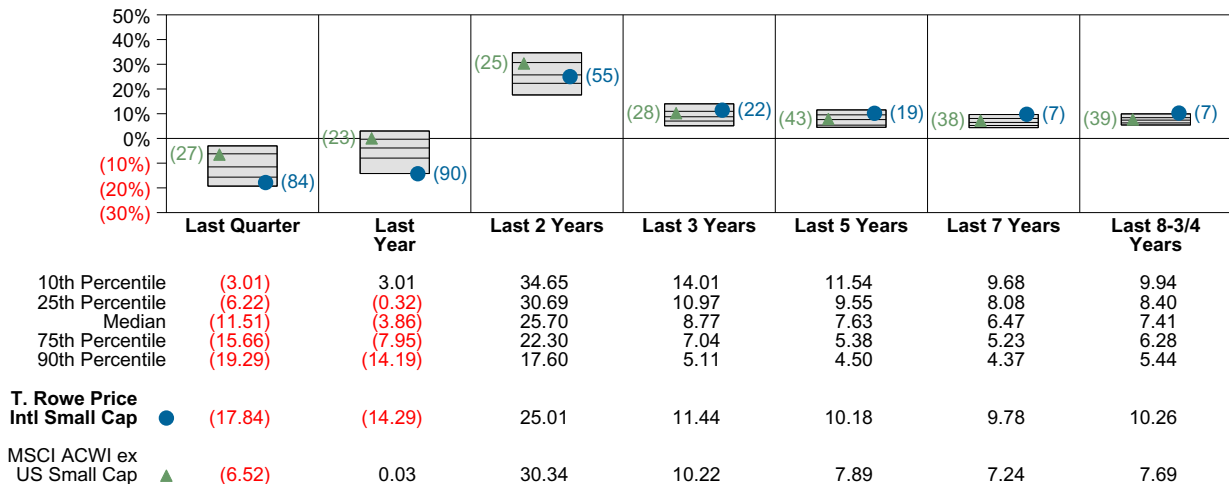
Quarterly Summary and Highlights

- T. Rowe Price Intl Small Cap's portfolio posted a (17.84)% return for the quarter placing it in the 84 percentile of the Callan International Small Cap Mut Funds group for the quarter and in the 90 percentile for the last year.
- T. Rowe Price Intl Small Cap's portfolio underperformed the MSCI ACWI ex US Small Cap by 11.32% for the quarter and underperformed the MSCI ACWI ex US Small Cap for the year by 14.32%.

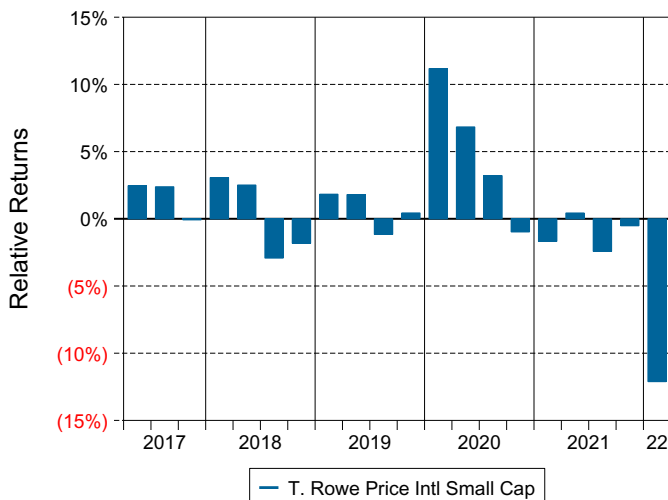
Quarterly Asset Growth

Beginning Market Value	\$28,311,781
Net New Investment	\$0
Investment Gains/(Losses)	\$-5,050,522
Ending Market Value	\$23,261,260

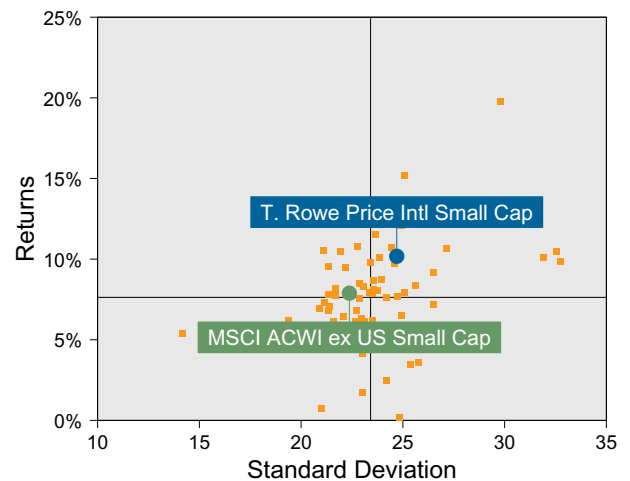
Performance vs Callan International Small Cap Mut Funds (Net)



Relative Returns vs MSCI ACWI ex US Small Cap



Callan International Small Cap Mut Funds (Net) Annualized Five Year Risk vs Return

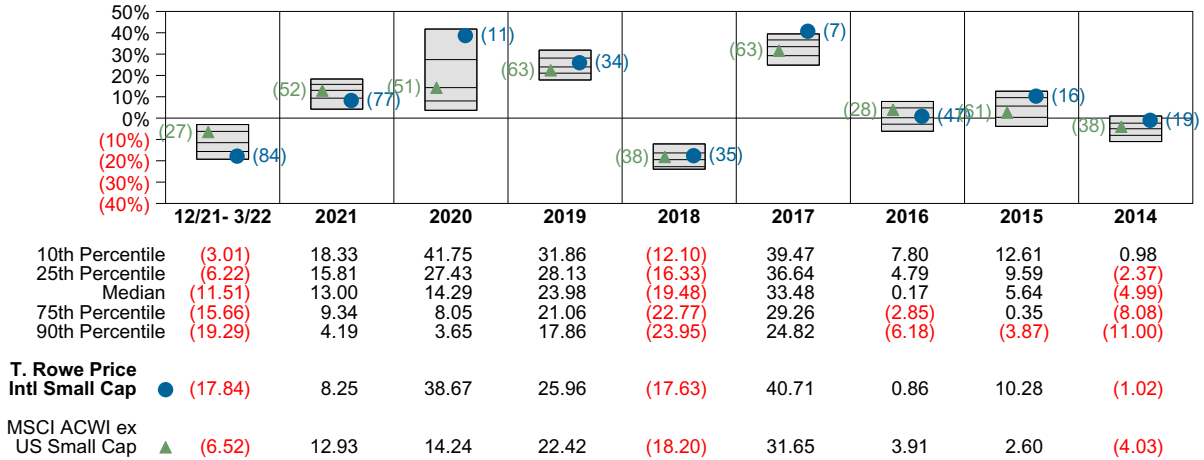


T. Rowe Price Intl Small Cap Return Analysis Summary

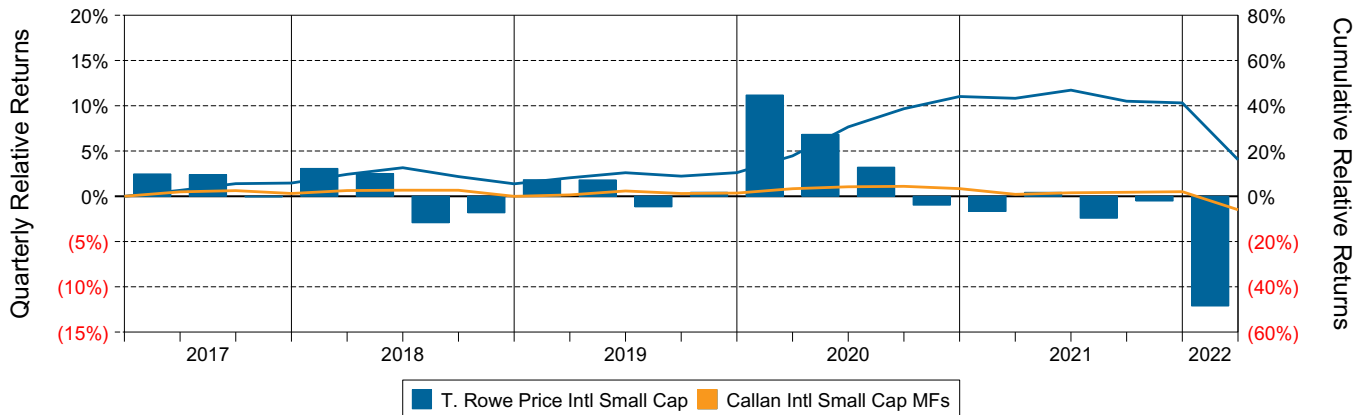
Return Analysis

The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

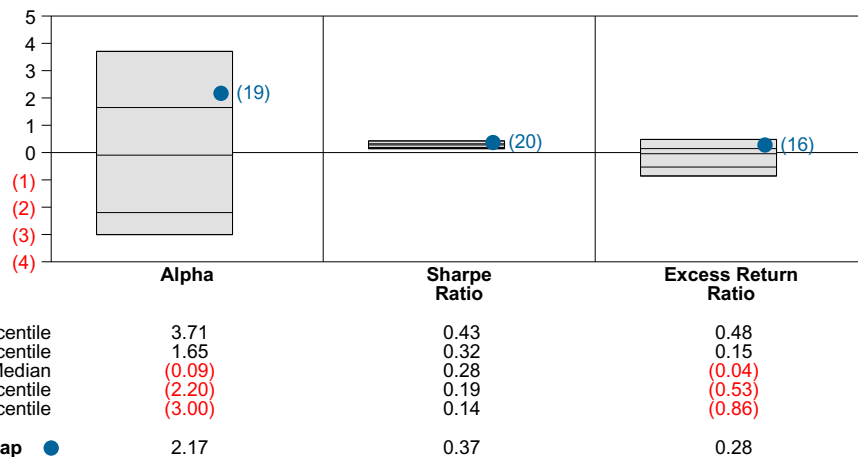
Performance vs Callan International Small Cap Mut Funds (Net)



Cumulative and Quarterly Relative Returns vs MSCI ACWI ex US Small Cap



Risk Adjusted Return Measures vs MSCI ACWI ex US Small Cap Rankings Against Callan International Small Cap Mut Funds (Net) Five Years Ended March 31, 2022



T. Rowe Price Intl Small Cap Equity Characteristics Analysis Summary

Portfolio Characteristics

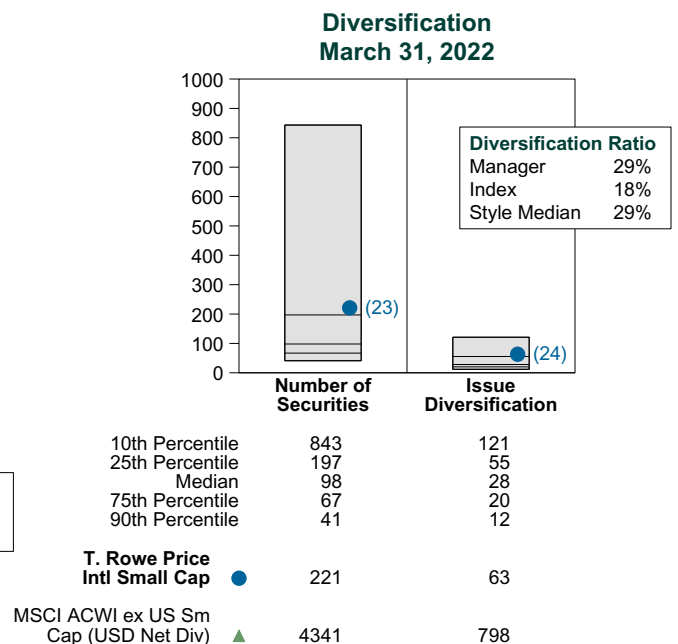
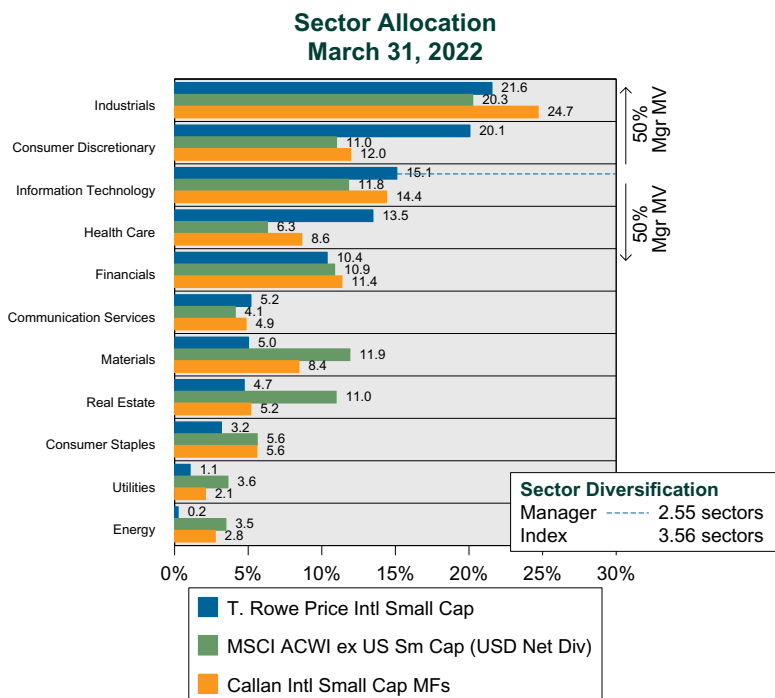
This graph compares the manager's portfolio characteristics with the range of characteristics for the portfolios which make up the manager's style group. This analysis illustrates whether the manager's current holdings are consistent with other managers employing the same style.

Portfolio Characteristics Percentile Rankings Rankings Against Callan International Small Cap Mut Funds as of March 31, 2022



Sector Weights

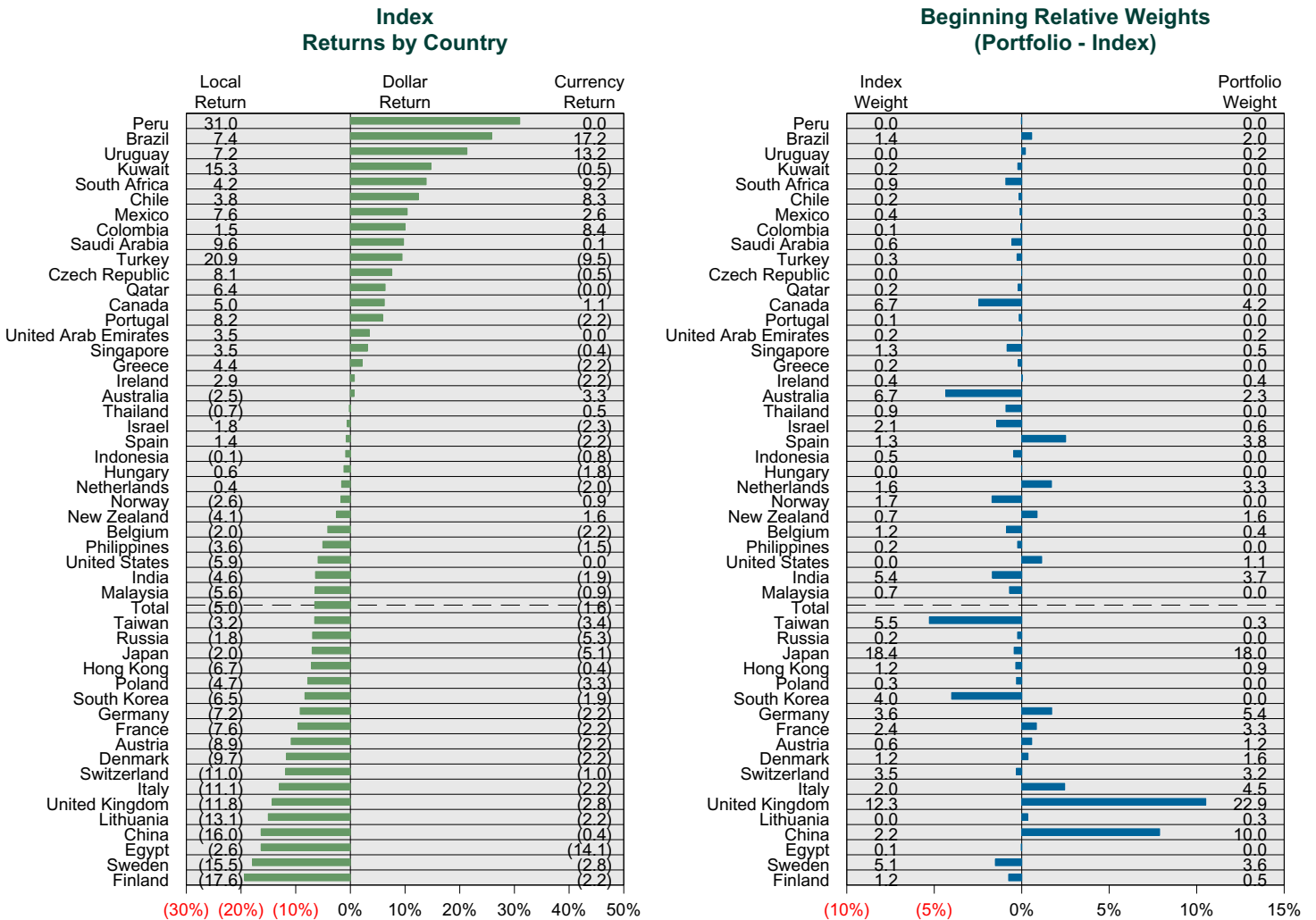
The graph below contrasts the manager's sector weights with those of the benchmark and median sector weights across the members of the peer group. The magnitude of sector weight differences from the index and the manager's sector diversification are also shown. Diversification by number and concentration of holdings are also compared to the benchmark and peer group. Issue Diversification represents by count, and Diversification Ratio by percent, the number of holdings that account for half of the portfolio's market value.



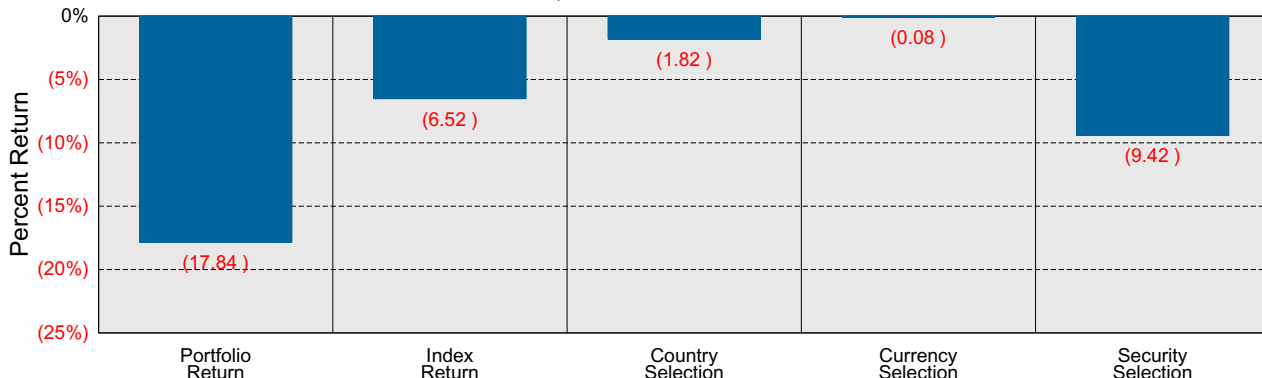
T. Rowe Price Intl Small Cap vs MSCI ACWI ex US Small Cap Attribution for Quarter Ended March 31, 2022

International Attribution

The first chart below illustrates the return for each country in the index sorted from high to low. The total return for the index is highlighted with a dotted line. The second chart (countries presented in the same order) illustrates the manager's country allocation decisions relative to the index. To the extent that the manager over-weighted a country that had a higher return than the total return for the index (above the dotted line) it contributes positively to the manager's country (or currency) selection effect. The last chart details the manager return, the index return, and the attribution factors for the quarter.



Attribution Factors for Quarter Ended March 31, 2022



NinetyOne

Period Ended March 31, 2022

Investment Philosophy

Ninety One North America's 4Factor Equity team believes that share prices are driven by four key attributes over time and investing in companies that display these characteristics will drive long-term performance. They look to invest in high quality, attractively valued companies, which are improving operating performance and receiving increasing investor attention. These four factors (i.e., Strategy, Value, Earnings, and Technicals) are confirmed as performance drivers by academic research, empirical testing and intuitive reasoning. They believe that each factor can be a source of outperformance but in combination they are intended to produce more stable returns over the market cycle. Ninety One North America's management fee is 80 bps on all assets. The portfolio was funded June 2017. Historical returns are that of the manager's composite.

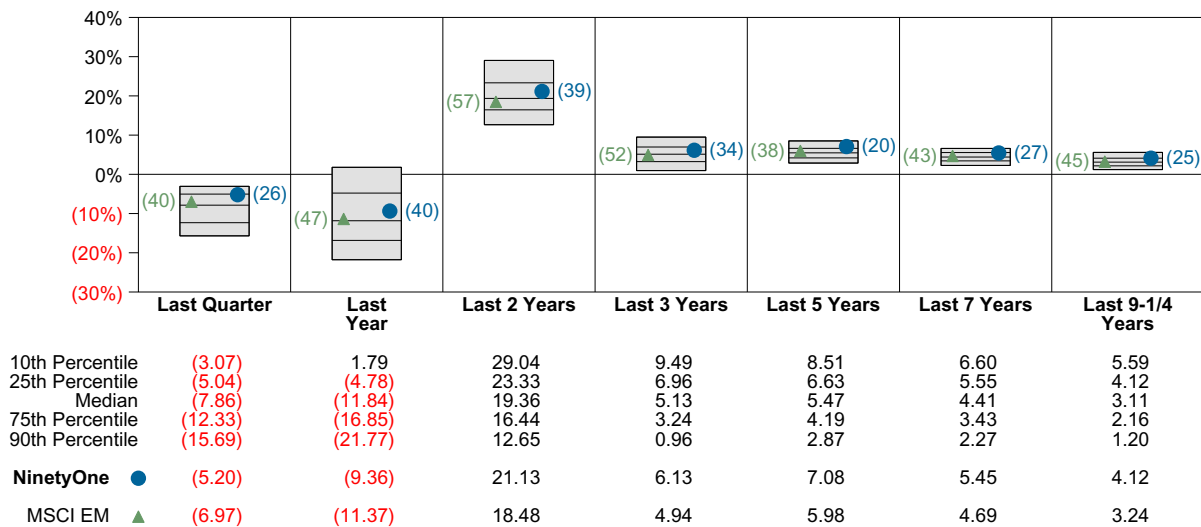
Quarterly Summary and Highlights

- NinetyOne's portfolio posted a (5.20)% return for the quarter placing it in the 26 percentile of the Morningstar Diversified Emg Mkts Fds group for the quarter and in the 40 percentile for the last year.
- NinetyOne's portfolio outperformed the MSCI EM by 1.78% for the quarter and outperformed the MSCI EM for the year by 2.00%.

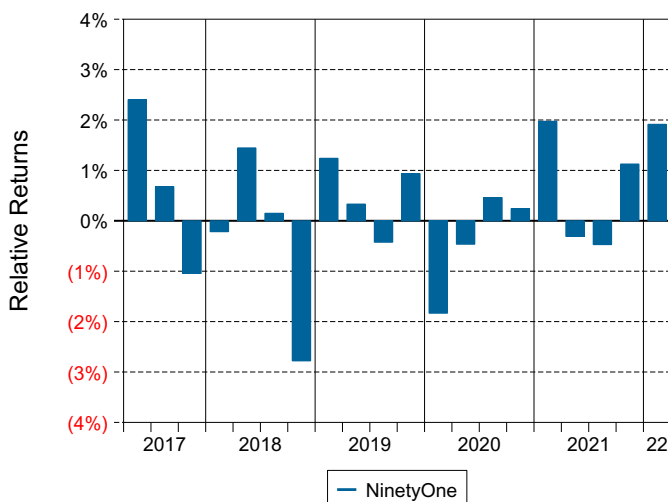
Quarterly Asset Growth

Beginning Market Value	\$17,237,704
Net New Investment	\$0
Investment Gains/(Losses)	\$-863,065
Ending Market Value	\$16,374,639

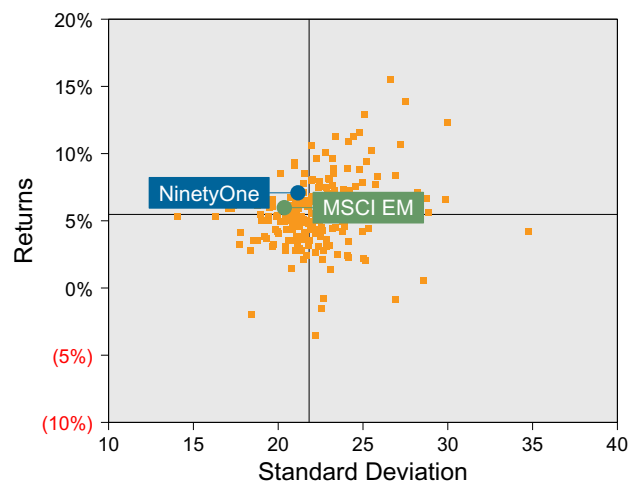
Performance vs Morningstar Diversified Emg Mkts Fds (Net)



Relative Return vs MSCI EM



Morningstar Diversified Emg Mkts Fds (Net) Annualized Five Year Risk vs Return

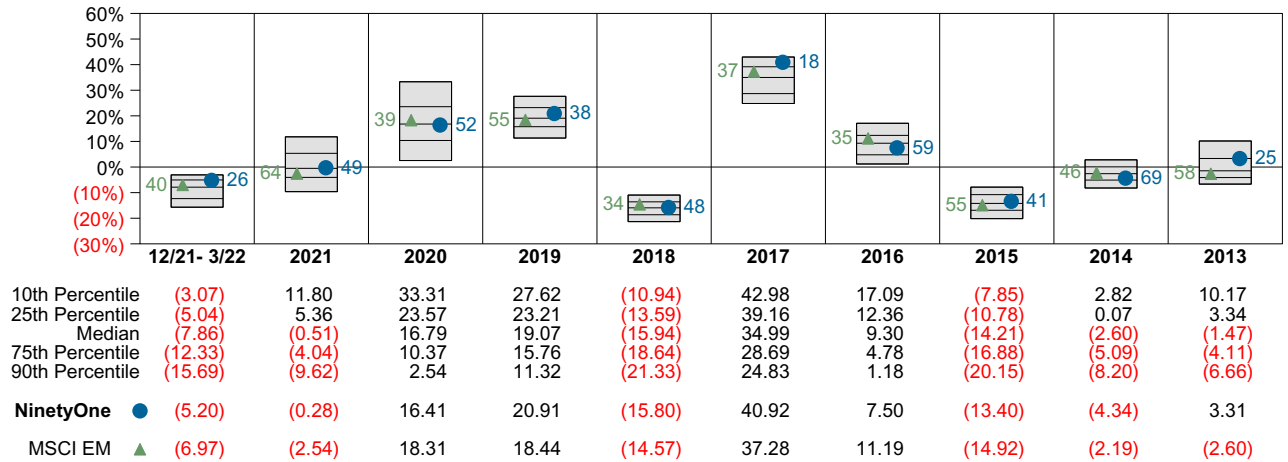


NinetyOne Return Analysis Summary

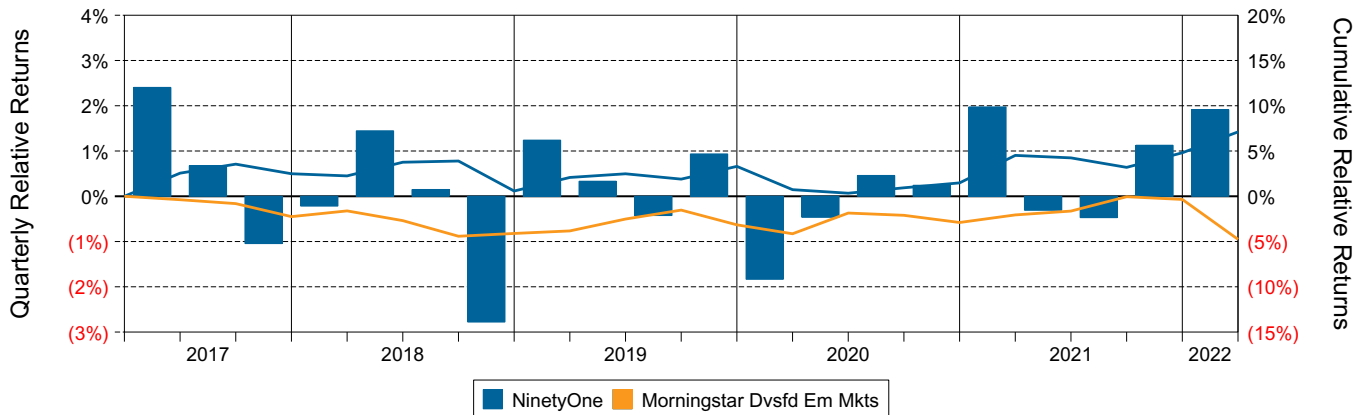
Return Analysis

The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

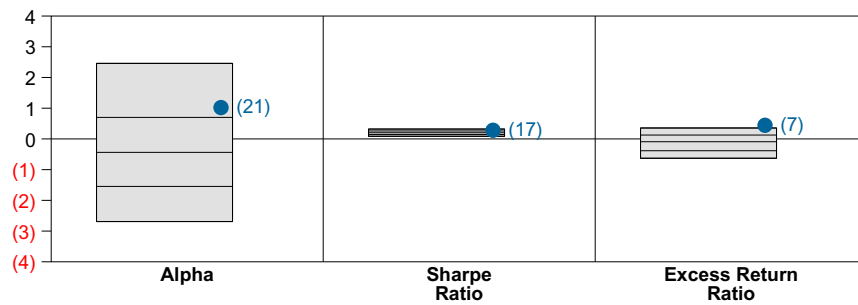
Performance vs Morningstar Diversified Emg Mkts Fds (Net)



Cumulative and Quarterly Relative Returns vs MSCI EM



Risk Adjusted Return Measures vs MSCI EM Rankings Against Morningstar Diversified Emg Mkts Fds (Net) Five Years Ended March 31, 2022

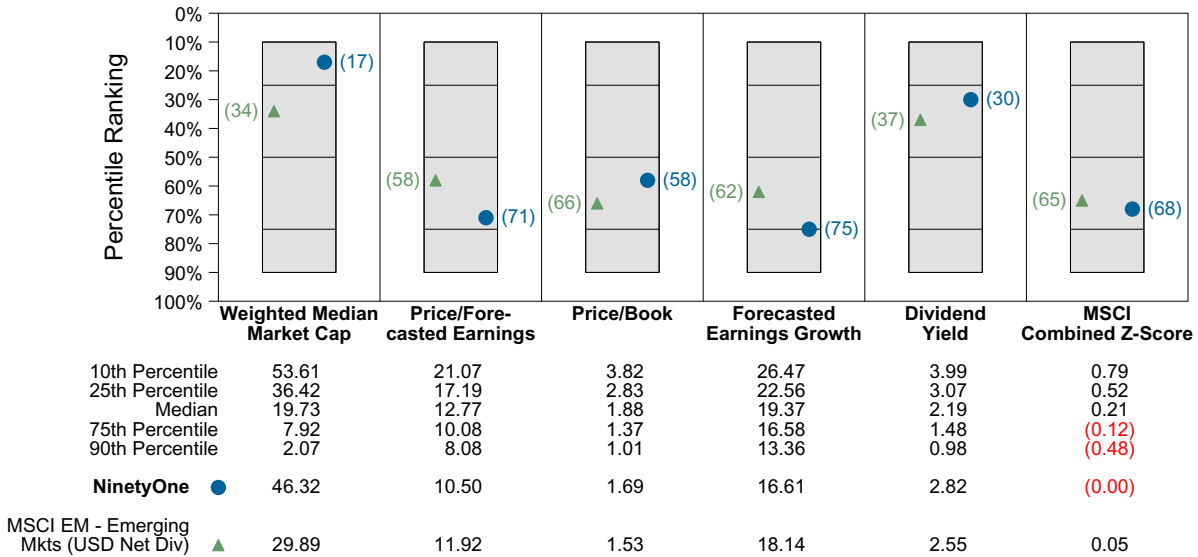


NinetyOne Equity Characteristics Analysis Summary

Portfolio Characteristics

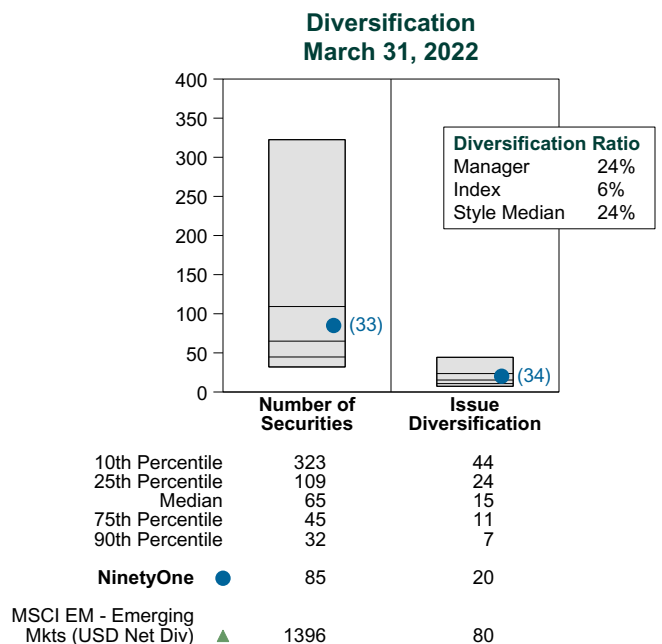
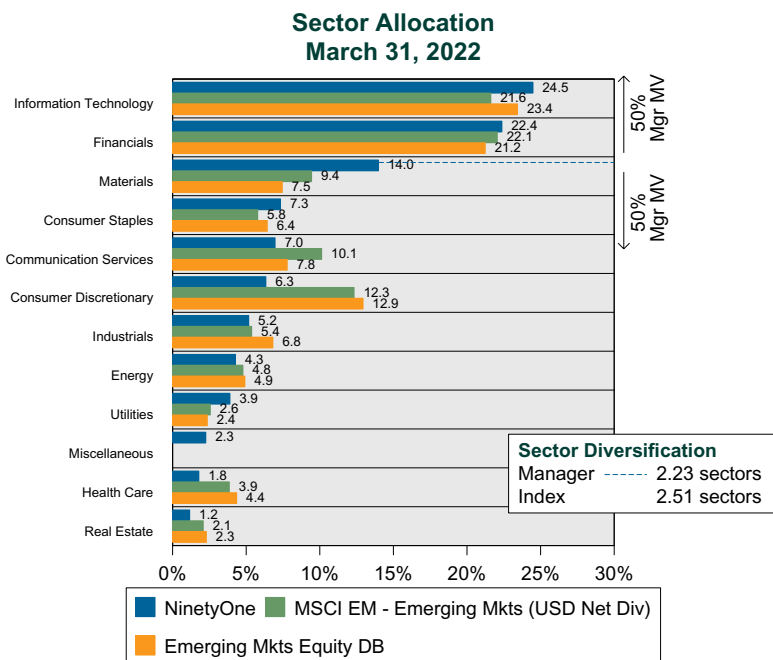
This graph compares the manager's portfolio characteristics with the range of characteristics for the portfolios which make up the manager's style group. This analysis illustrates whether the manager's current holdings are consistent with other managers employing the same style.

Portfolio Characteristics Percentile Rankings Rankings Against Emerging Markets Equity DB as of March 31, 2022



Sector Weights

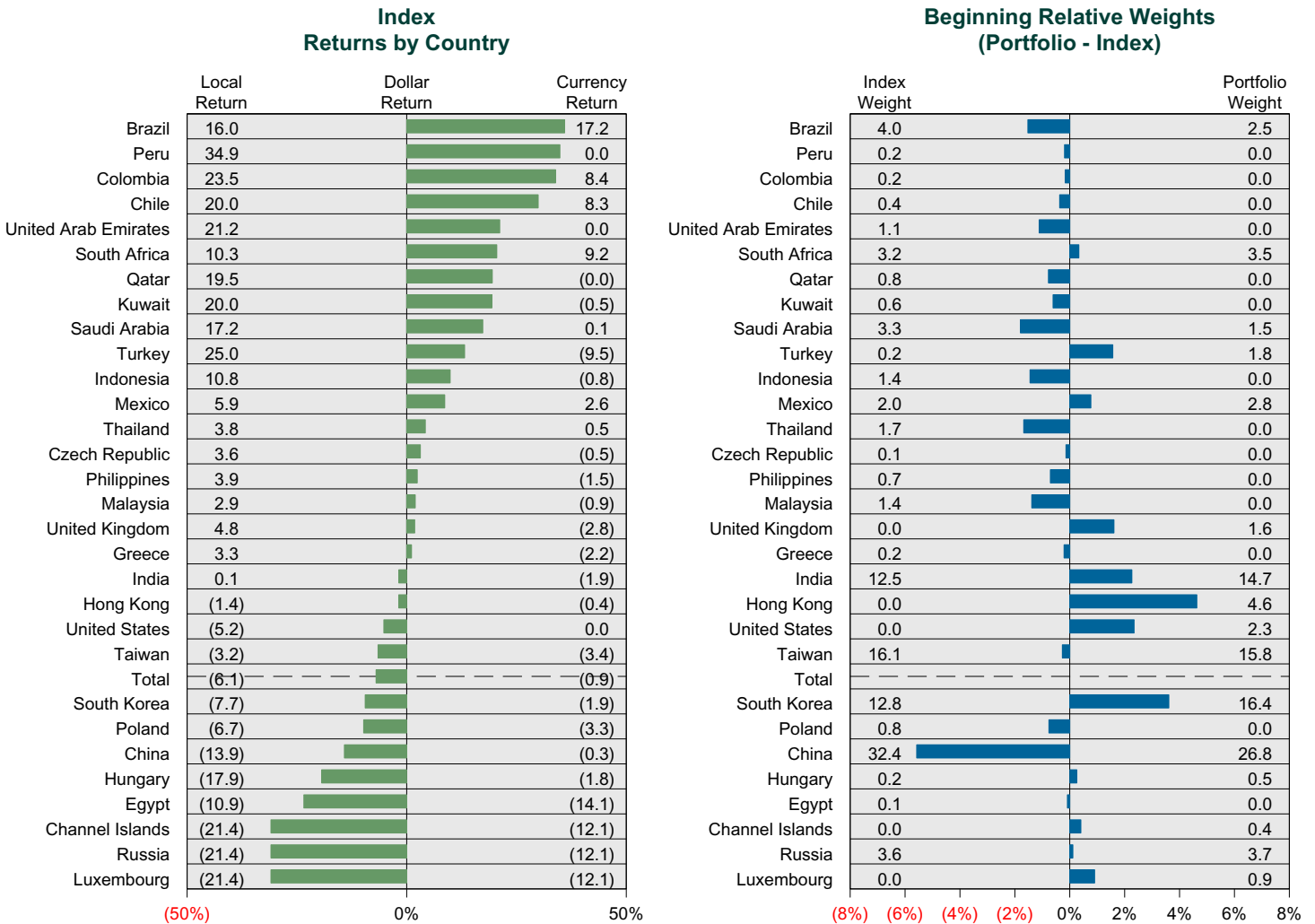
The graph below contrasts the manager's sector weights with those of the benchmark and median sector weights across the members of the peer group. The magnitude of sector weight differences from the index and the manager's sector diversification are also shown. Diversification by number and concentration of holdings are also compared to the benchmark and peer group. Issue Diversification represents by count, and Diversification Ratio by percent, the number of holdings that account for half of the portfolio's market value.



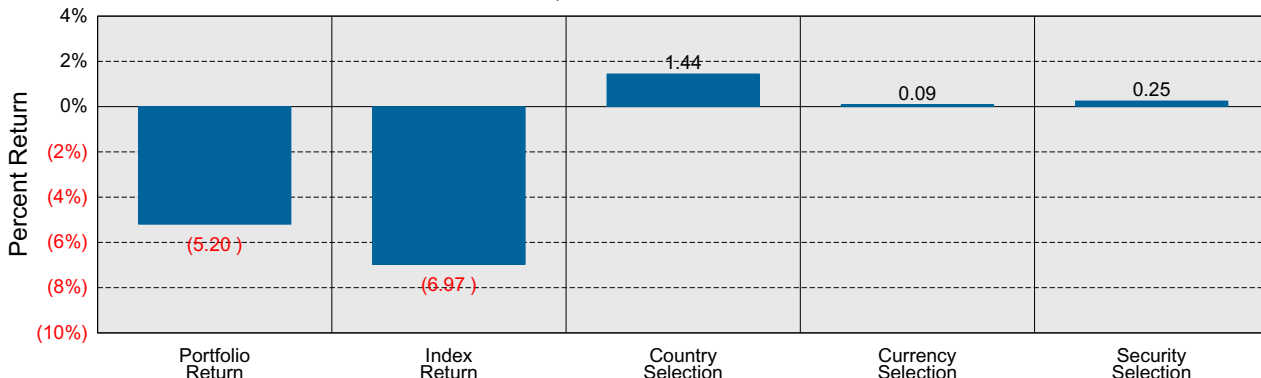
NinetyOne vs MSCI EM Attribution for Quarter Ended March 31, 2022

International Attribution

The first chart below illustrates the return for each country in the index sorted from high to low. The total return for the index is highlighted with a dotted line. The second chart (countries presented in the same order) illustrates the manager's country allocation decisions relative to the index. To the extent that the manager over-weighted a country that had a higher return than the total return for the index (above the dotted line) it contributes positively to the manager's country (or currency) selection effect. The last chart details the manager return, the index return, and the attribution factors for the quarter.



Attribution Factors for Quarter Ended March 31, 2022



Domestic Fixed Income Composite Period Ended March 31, 2022

Quarterly Summary and Highlights

- Domestic Fixed Income Composite's portfolio posted a (5.70)% return for the quarter placing it in the 71 percentile of the Public Fund - Domestic Fixed group for the quarter and in the 80 percentile for the last year.
- Domestic Fixed Income Composite's portfolio outperformed the Blmbg Aggregate by 0.23% for the quarter and outperformed the Blmbg Aggregate for the year by 0.32%.

Quarterly Asset Growth

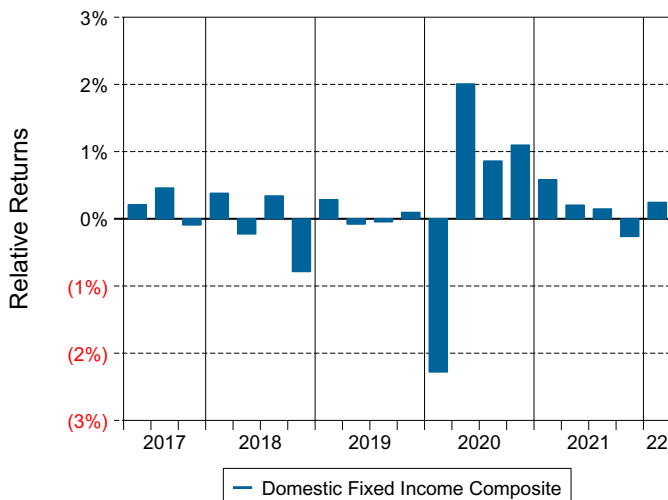
Beginning Market Value	\$150,569,579
Net New Investment	\$-1,500,000
Investment Gains/(Losses)	\$-8,538,225
Ending Market Value	\$140,531,354

Performance vs Public Fund - Domestic Fixed (Net)

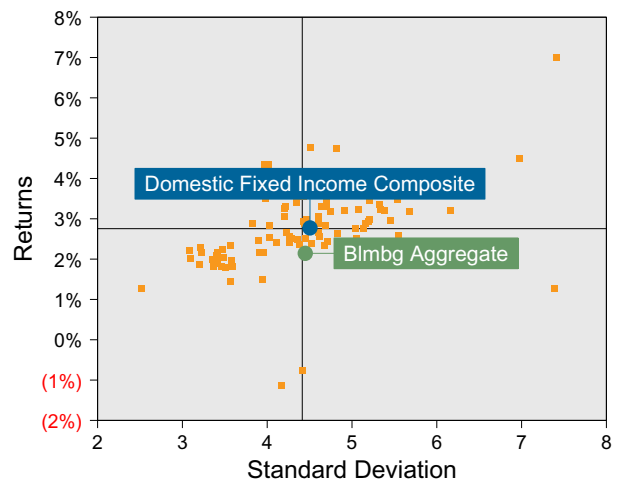


10th Percentile	(3.96)	(0.98)	4.07	4.02	3.76	4.30	5.40
25th Percentile	(4.38)	(2.47)	3.17	3.29	3.07	3.34	4.50
Median	(4.98)	(3.33)	2.36	2.76	2.49	2.80	4.01
75th Percentile	(5.77)	(3.79)	1.83	2.17	2.00	2.22	3.18
90th Percentile	(6.19)	(3.97)	1.50	1.82	1.71	1.79	2.85
Domestic Fixed Income Composite	● (5.70)	(3.83)	2.54	2.77	2.52	2.98	4.24
Blmbg Aggregate	▲ (5.93)	(4.15)	1.69	2.14	1.87	2.24	3.56

Relative Return vs Blmbg Aggregate



Public Fund - Domestic Fixed (Net) Annualized Five Year Risk vs Return

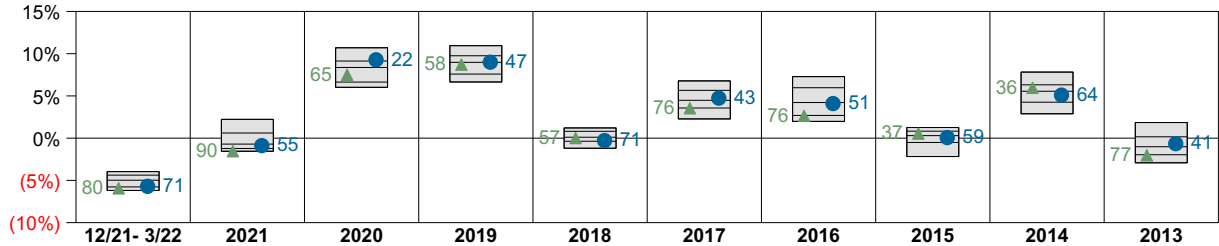


Domestic Fixed Income Composite Return Analysis Summary

Return Analysis

The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

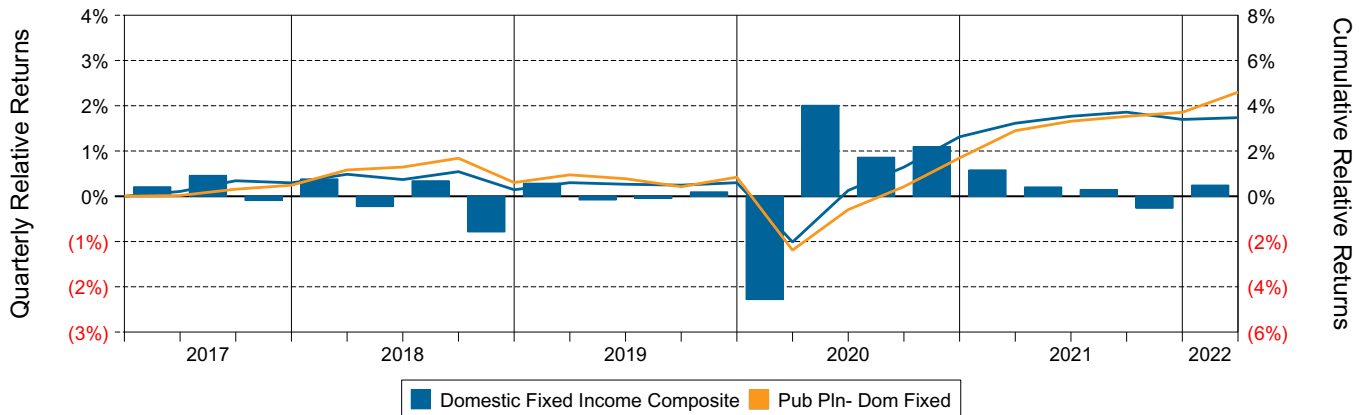
Performance vs Public Fund - Domestic Fixed (Net)



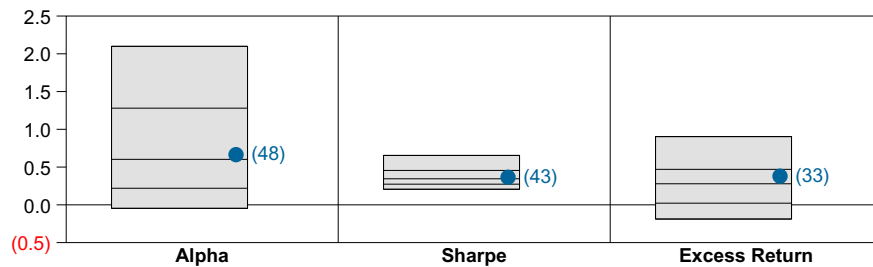
10th Percentile	(3.96)	2.23	10.70	10.95	1.21	6.78	7.28	1.26	7.82	1.85
25th Percentile	(4.38)	0.61	9.13	9.75	0.81	5.66	5.97	0.83	6.31	0.16
Median	(4.98)	(0.70)	8.37	8.97	0.11	4.48	4.22	0.30	5.55	(1.02)
75th Percentile	(5.77)	(1.22)	6.64	7.59	(0.37)	3.57	2.69	(0.51)	4.26	(1.96)
90th Percentile	(6.19)	(1.55)	6.02	6.65	(1.19)	2.28	1.98	(2.17)	2.88	(2.92)

Domestic Fixed Income Composite	●	(5.70)	(0.88)	9.27	9.00	(0.28)	4.74	4.10	0.07	5.09	(0.65)
Blmbg Aggregate	▲	(5.93)	(1.54)	7.51	8.72	0.01	3.54	2.65	0.55	5.97	(2.02)

Cumulative and Quarterly Relative Returns vs Blmbg Aggregate



Risk Adjusted Return Measures vs Blmbg Aggregate Rankings Against Public Fund - Domestic Fixed (Net) Five Years Ended March 31, 2022



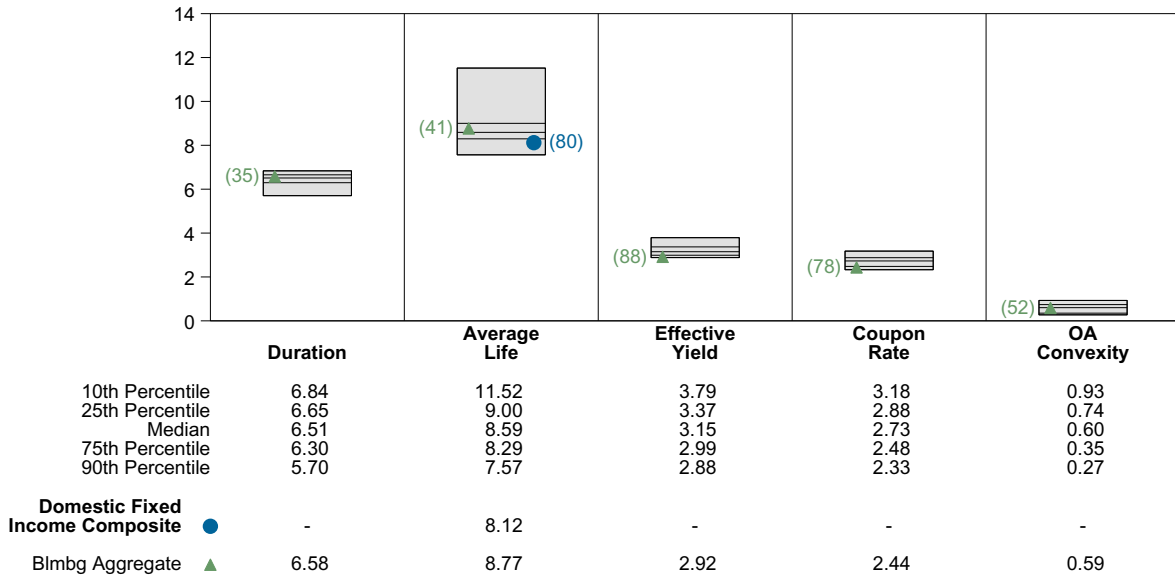
10th Percentile	2.10	0.65	0.90	
25th Percentile	1.28	0.46	0.47	
Median	0.60	0.34	0.28	
75th Percentile	0.22	0.27	0.02	
90th Percentile	(0.05)	0.21	(0.19)	
Domestic Fixed Income Composite	●	0.66	0.37	0.38

Domestic Fixed Income Composite Bond Characteristics Analysis Summary

Portfolio Characteristics

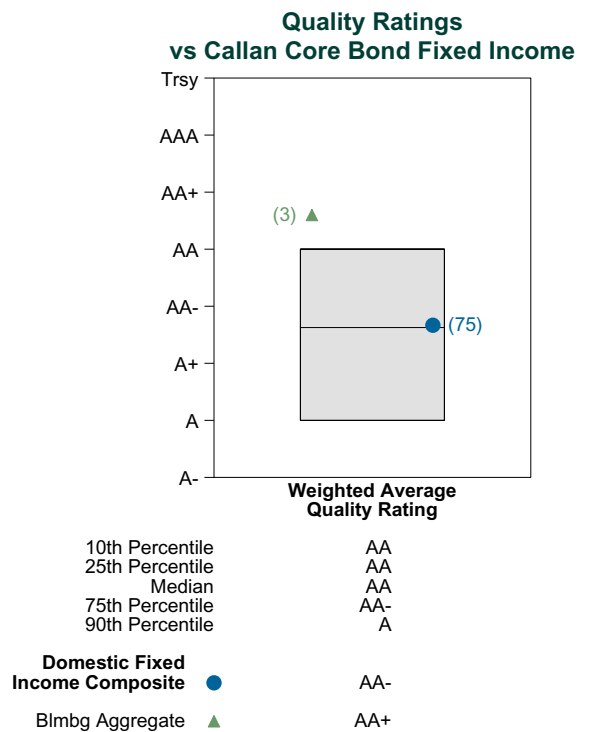
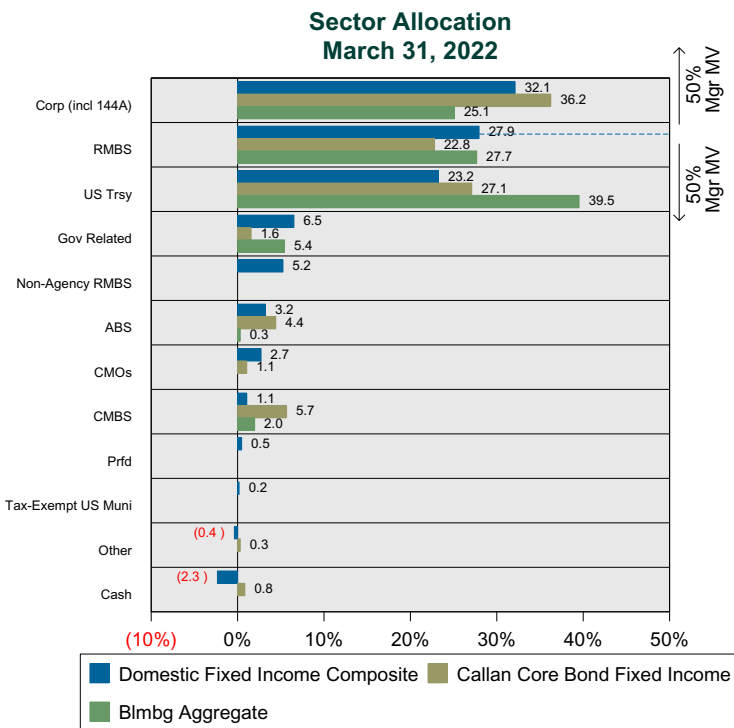
This graph compares the manager's portfolio characteristics with the range of characteristics for the portfolios which make up the manager's style group. This analysis illustrates whether the manager's current holdings are consistent with other managers employing the same style.

Fixed Income Portfolio Characteristics Rankings Against Callan Core Bond Fixed Income as of March 31, 2022



Sector Allocation and Quality Ratings

The first graph compares the manager's sector allocation with the average allocation across all the members of the manager's style. The second graph compares the manager's weighted average quality rating with the range of quality ratings for the style.



Dodge & Cox Income Period Ended March 31, 2022

Investment Philosophy

Dodge & Cox employs a bottom-up, value-oriented approach to construct portfolios. In-depth fundamental research is a hallmark of the process. The Fund can be expected to have an underweight in US Treasuries, an overweight in corporate credit and a higher yield than the benchmark. Turnover is low and the investors should have a long-term investment horizon. A maximum of 20% may be invested in securities rated below investment grade, but historically the amount has been much less.

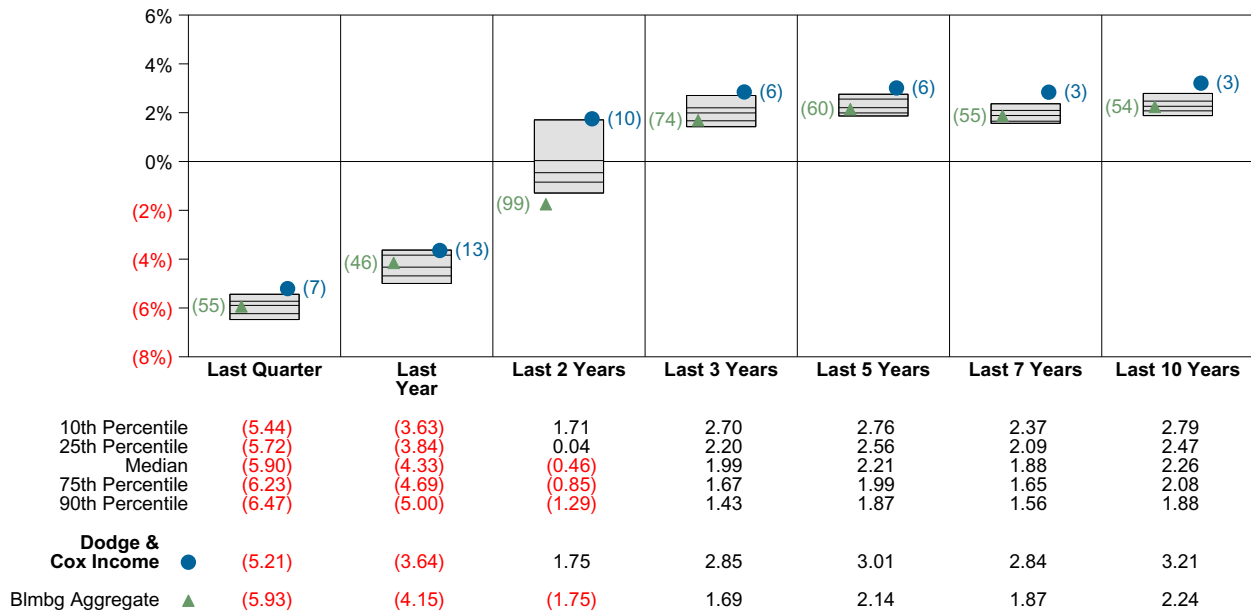
Quarterly Summary and Highlights

- Dodge & Cox Income's portfolio posted a (5.21)% return for the quarter placing it in the 7 percentile of the Callan Core Bond Mutual Funds group for the quarter and in the 13 percentile for the last year.
- Dodge & Cox Income's portfolio outperformed the Blmbg Aggregate by 0.73% for the quarter and outperformed the Blmbg Aggregate for the year by 0.51%.

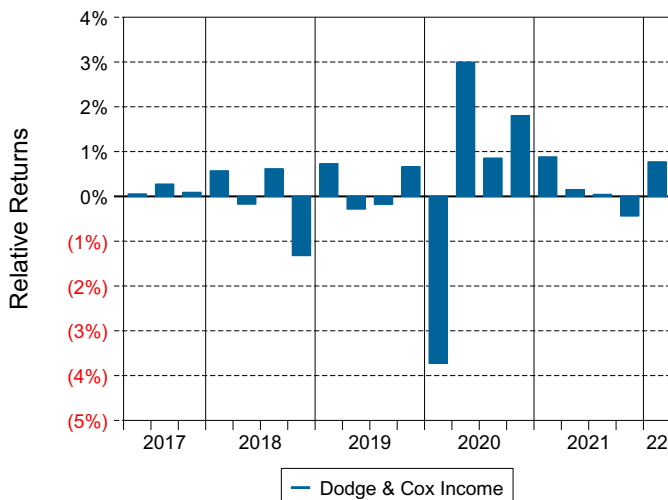
Quarterly Asset Growth

Beginning Market Value	\$75,295,811
Net New Investment	\$-1,500,000
Investment Gains/(Losses)	\$-3,877,738
Ending Market Value	\$69,918,072

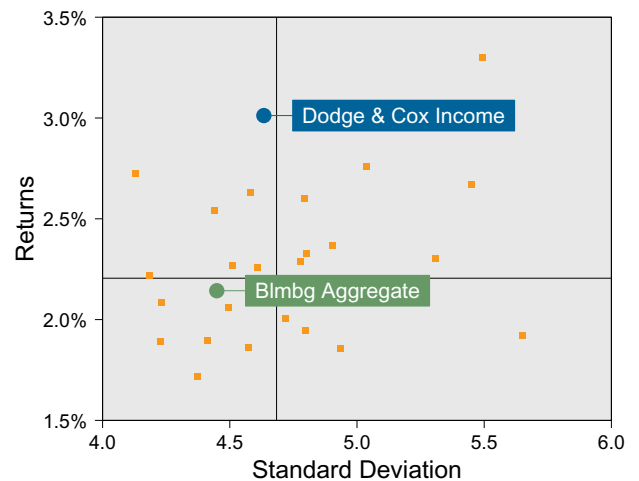
Performance vs Callan Core Bond Mutual Funds (Net)



Relative Return vs Blmbg Aggregate



Callan Core Bond Mutual Funds (Net) Annualized Five Year Risk vs Return

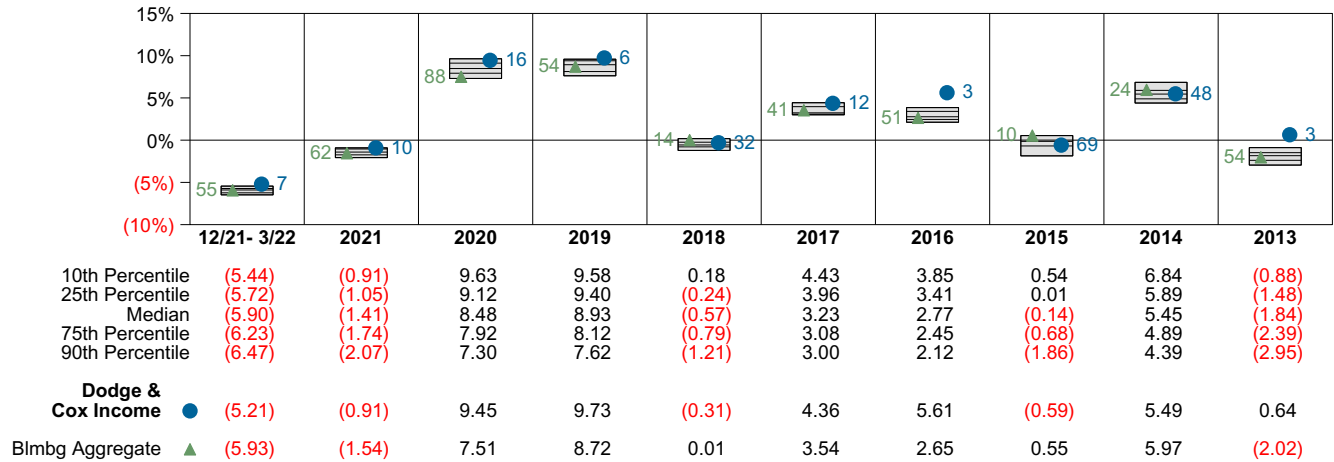


Dodge & Cox Income Return Analysis Summary

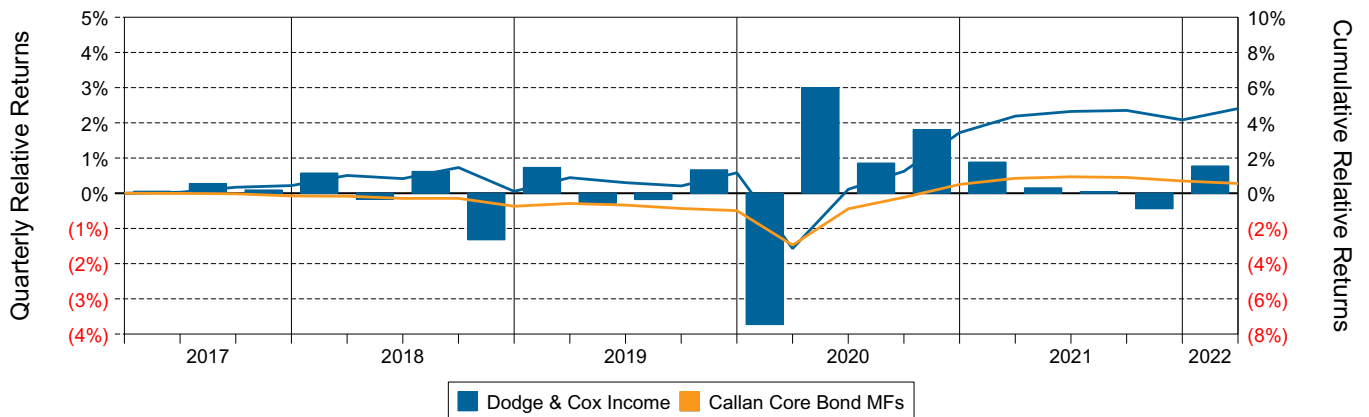
Return Analysis

The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

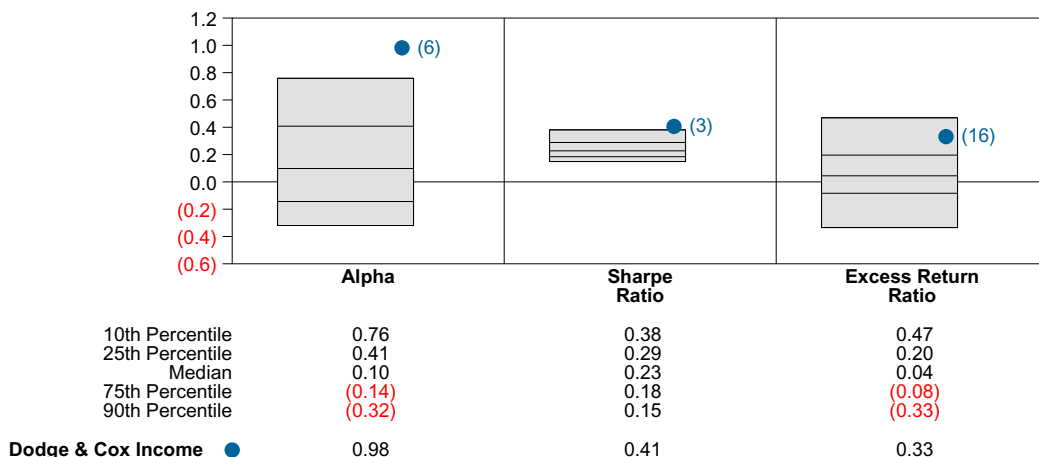
Performance vs Callan Core Bond Mutual Funds (Net)



Cumulative and Quarterly Relative Returns vs Blmbg Aggregate



Risk Adjusted Return Measures vs Blmbg Aggregate Rankings Against Callan Core Bond Mutual Funds (Net) Five Years Ended March 31, 2022

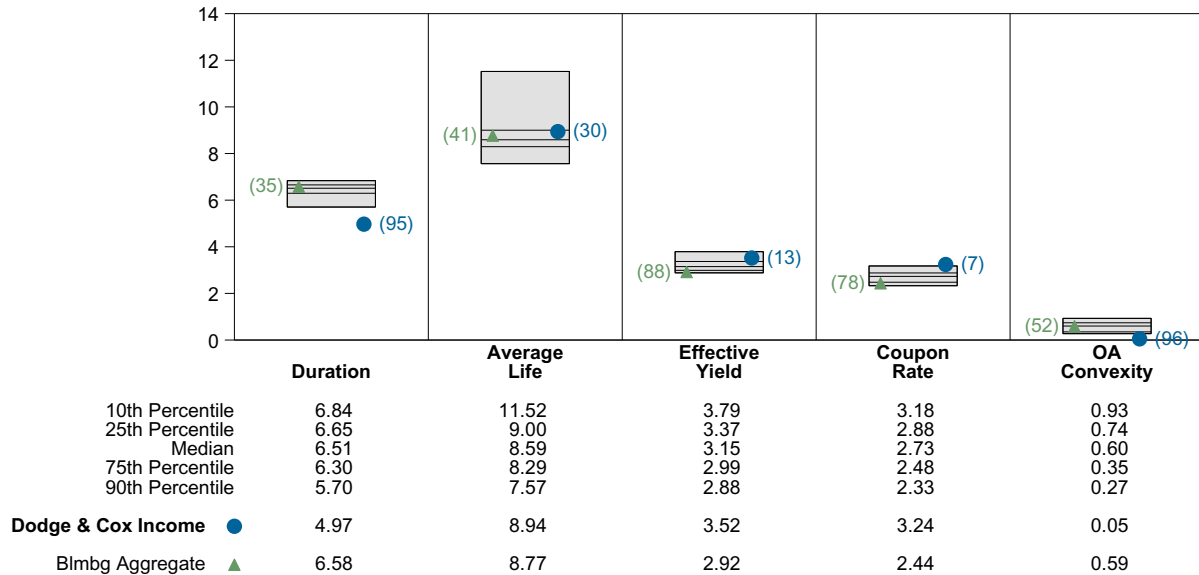


Dodge & Cox Income Bond Characteristics Analysis Summary

Portfolio Characteristics

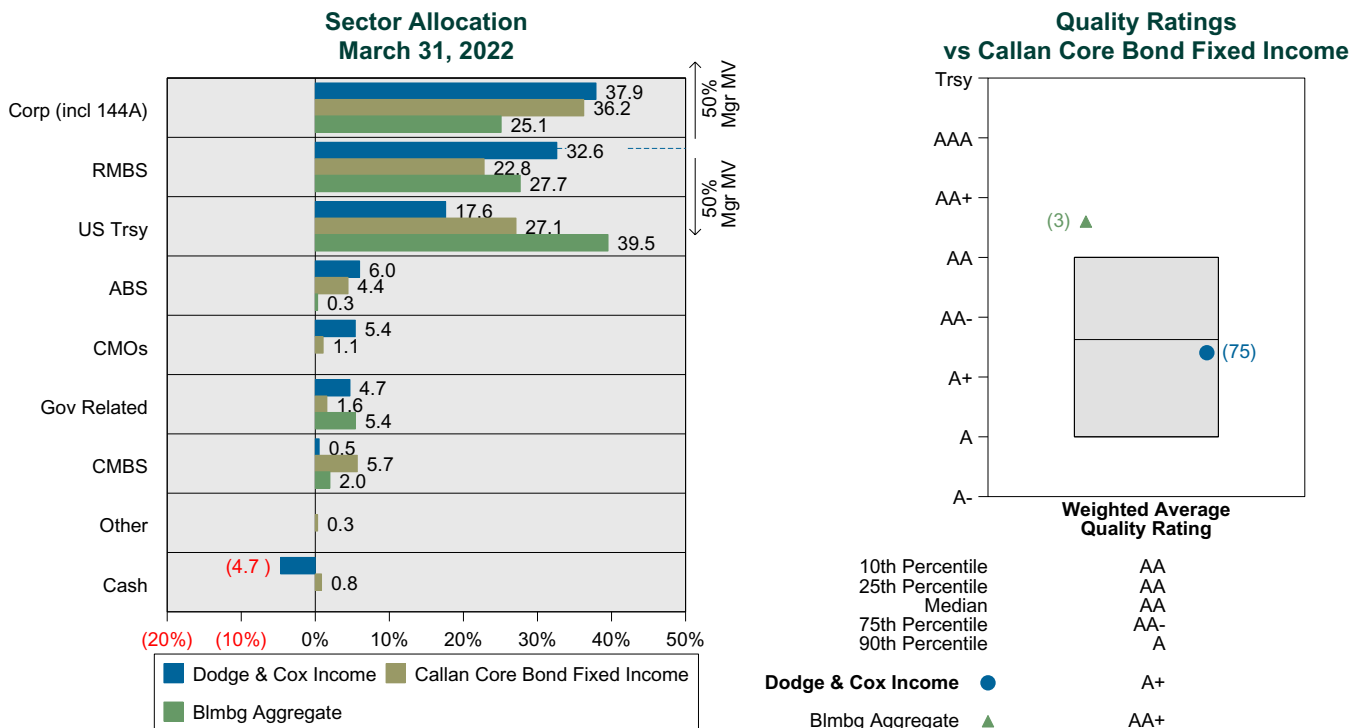
This graph compares the manager's portfolio characteristics with the range of characteristics for the portfolios which make up the manager's style group. This analysis illustrates whether the manager's current holdings are consistent with other managers employing the same style.

Fixed Income Portfolio Characteristics Rankings Against Callan Core Bond Fixed Income as of March 31, 2022



Sector Allocation and Quality Ratings

The first graph compares the manager's sector allocation with the average allocation across all the members of the manager's style. The second graph compares the manager's weighted average quality rating with the range of quality ratings for the style.



PIMCO

Period Ended March 31, 2022

Investment Philosophy

The Total Return Fund is a core plus strategy managed by a team of PIMCO's senior investment professionals. PIMCO is well known for its macroeconomic forecasts, which contribute to the top-down elements of its investment process while sector teams and traders drive the bottom-up security selection choices. Though the Total Return Fund invests primarily in investment grade fixed income securities, it can also invest up to 20% of its assets in high yield, 30% in securities denominated in foreign currencies, 15% in emerging market debt, and foreign U.S. dollar-denominated securities with no limit. Duration is generally maintained within a band of 2 years around the Bloomberg Aggregate.

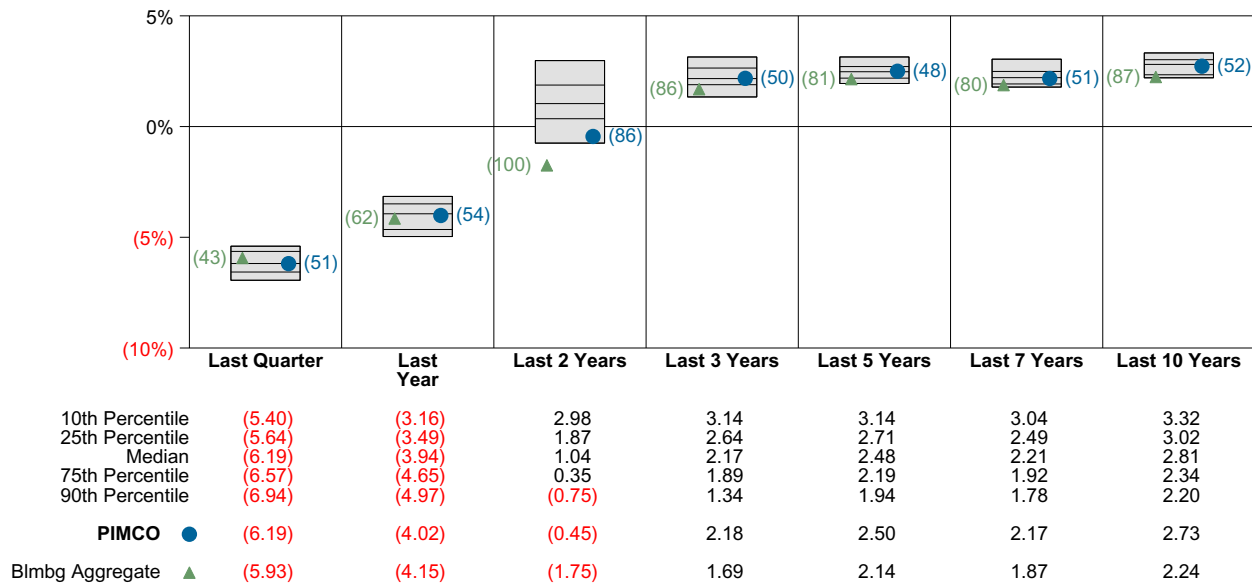
Quarterly Summary and Highlights

- PIMCO's portfolio posted a (6.19)% return for the quarter placing it in the 51 percentile of the Callan Core Plus Mutual Funds group for the quarter and in the 54 percentile for the last year.
- PIMCO's portfolio underperformed the Blmbg Aggregate by 0.26% for the quarter and outperformed the Blmbg Aggregate for the year by 0.14%.

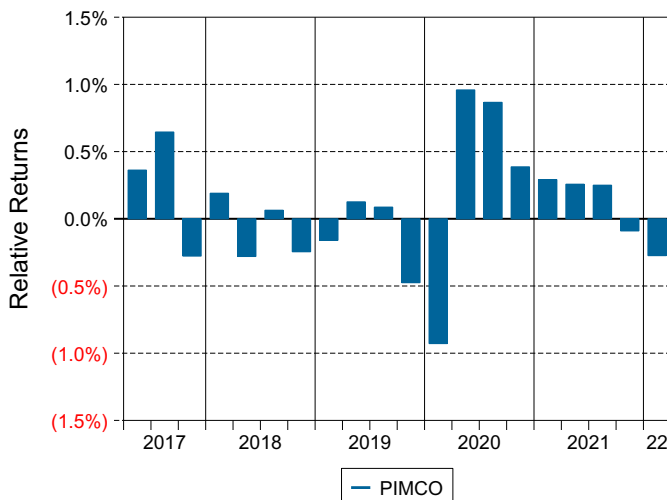
Quarterly Asset Growth

Beginning Market Value	\$75,273,769
Net New Investment	\$0
Investment Gains/(Losses)	\$-4,660,487
Ending Market Value	\$70,613,282

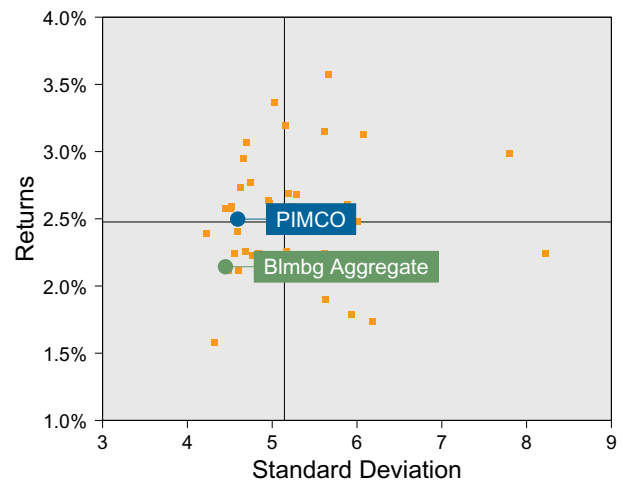
Performance vs Callan Core Plus Mutual Funds (Net)



Relative Return vs Blmbg Aggregate



Callan Core Plus Mutual Funds (Net) Annualized Five Year Risk vs Return

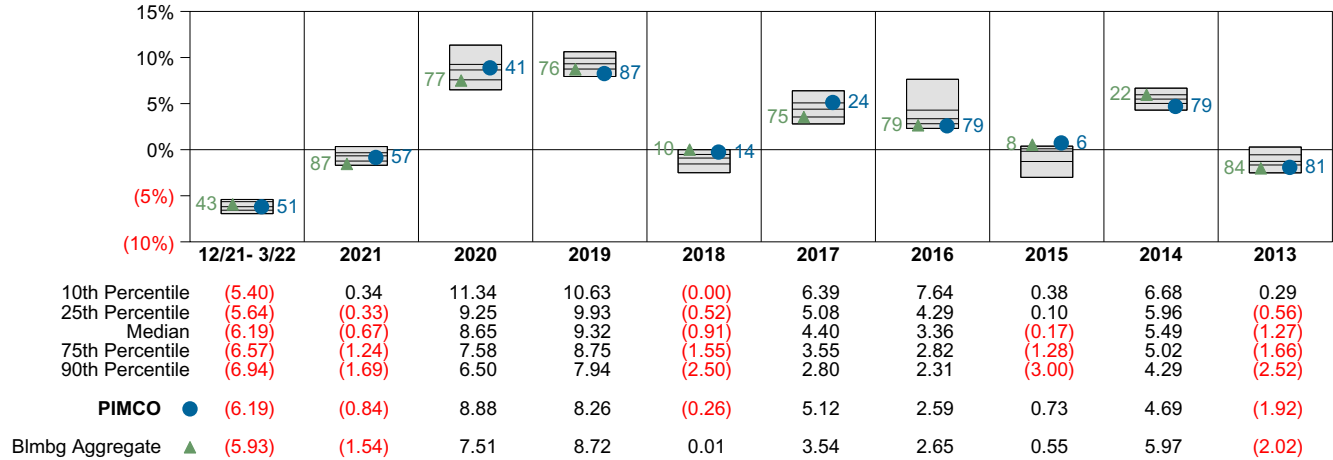


PIMCO Return Analysis Summary

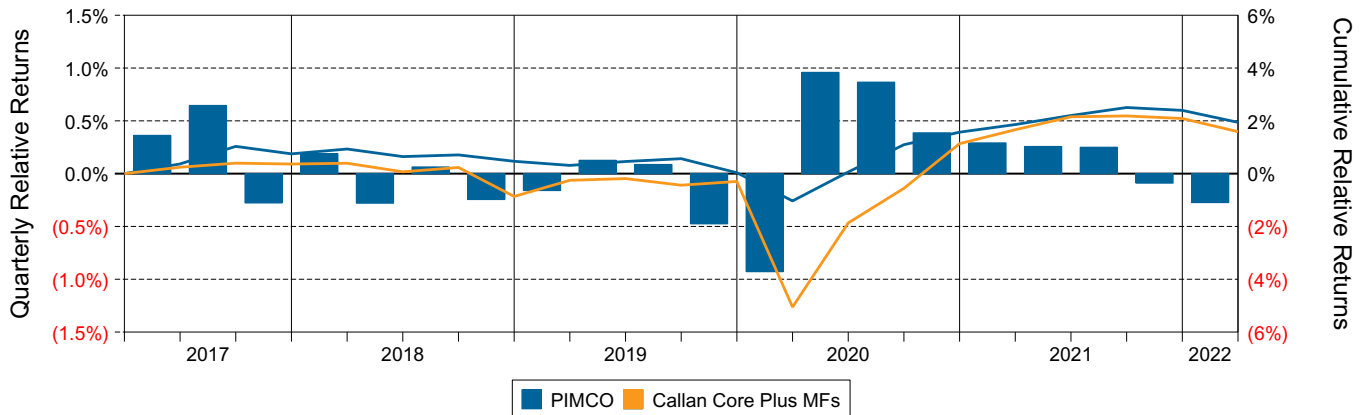
Return Analysis

The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

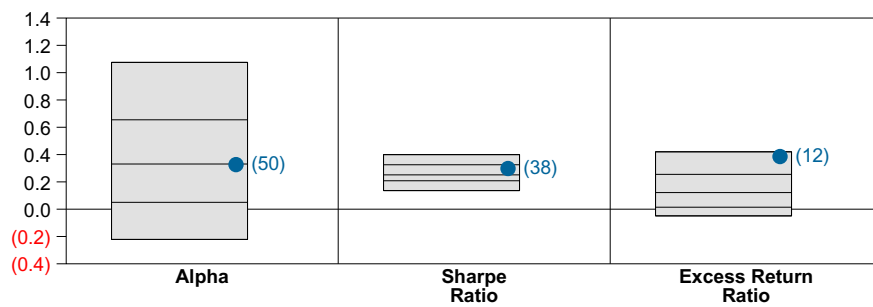
Performance vs Callan Core Plus Mutual Funds (Net)



Cumulative and Quarterly Relative Returns vs Blmbg Aggregate



Risk Adjusted Return Measures vs Blmbg Aggregate Rankings Against Callan Core Plus Mutual Funds (Net) Five Years Ended March 31, 2022



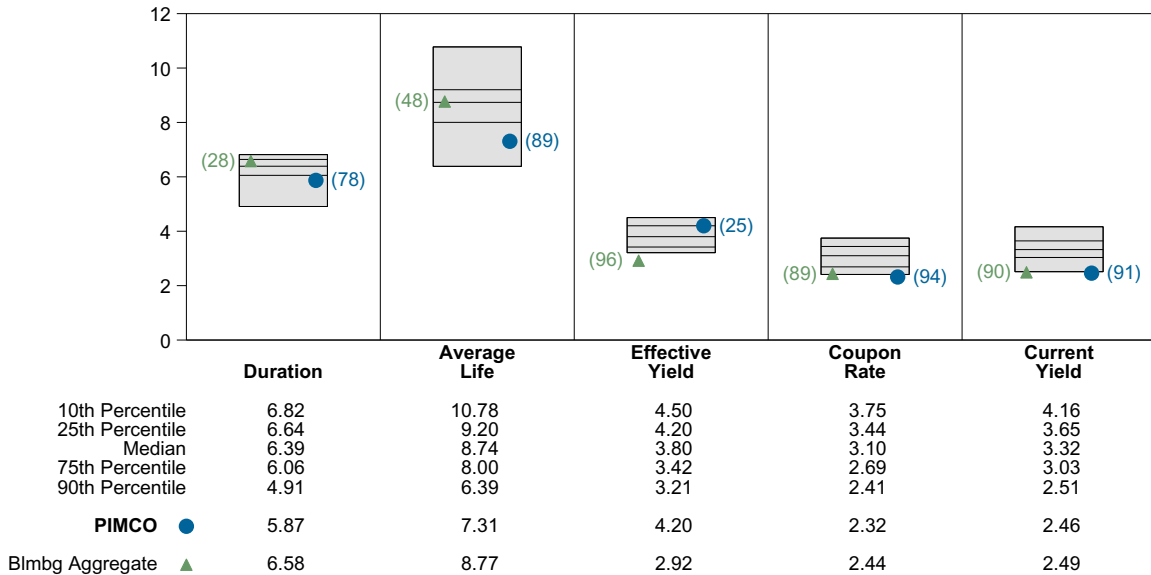
10th Percentile	1.08	0.40	0.42
25th Percentile	0.65	0.33	0.26
Median	0.33	0.25	0.12
75th Percentile	0.05	0.21	0.01
90th Percentile	(0.22)	0.14	(0.05)
PIMCO	● 0.33	0.30	0.39

PIMCO Bond Characteristics Analysis Summary

Portfolio Characteristics

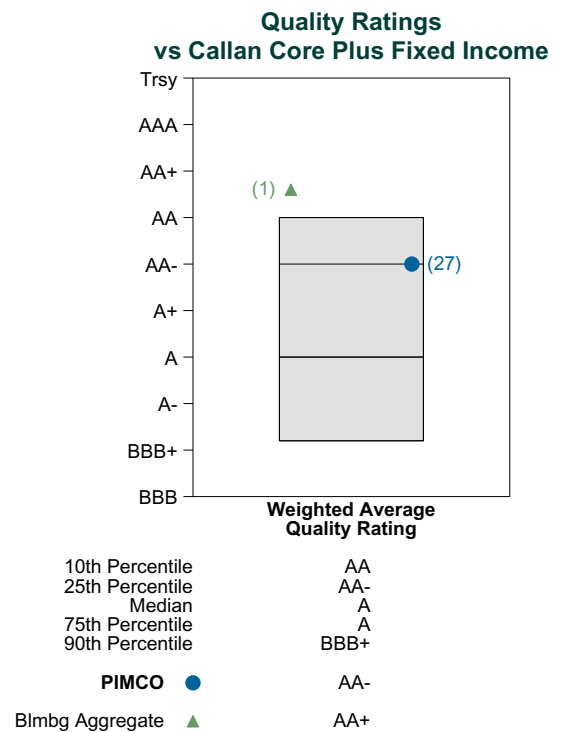
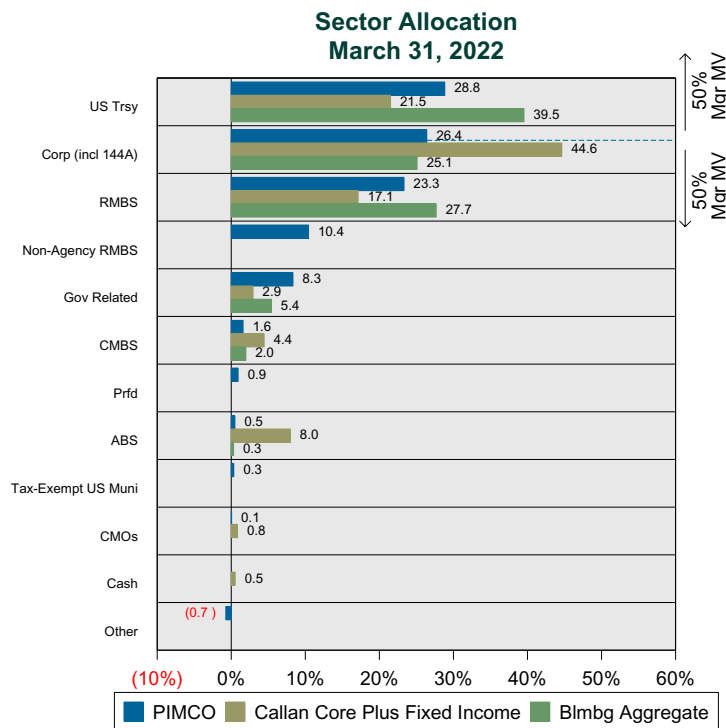
This graph compares the manager's portfolio characteristics with the range of characteristics for the portfolios which make up the manager's style group. This analysis illustrates whether the manager's current holdings are consistent with other managers employing the same style.

Fixed Income Portfolio Characteristics Rankings Against Callan Core Plus Fixed Income as of March 31, 2022



Sector Allocation and Quality Ratings

The first graph compares the manager's sector allocation with the average allocation across all the members of the manager's style. The second graph compares the manager's weighted average quality rating with the range of quality ratings for the style.



IFM Global Infrastructure Period Ended March 31, 2022

Investment Philosophy

IFM Investors believes a professionally managed portfolio of infrastructure assets can provide long-term institutional investors with significant benefits: diversification, earnings stability, participation in economic growth, protection from inflation and portfolio risk management. Infrastructure assets also allow investors to match their long-term liabilities with long-term investments.

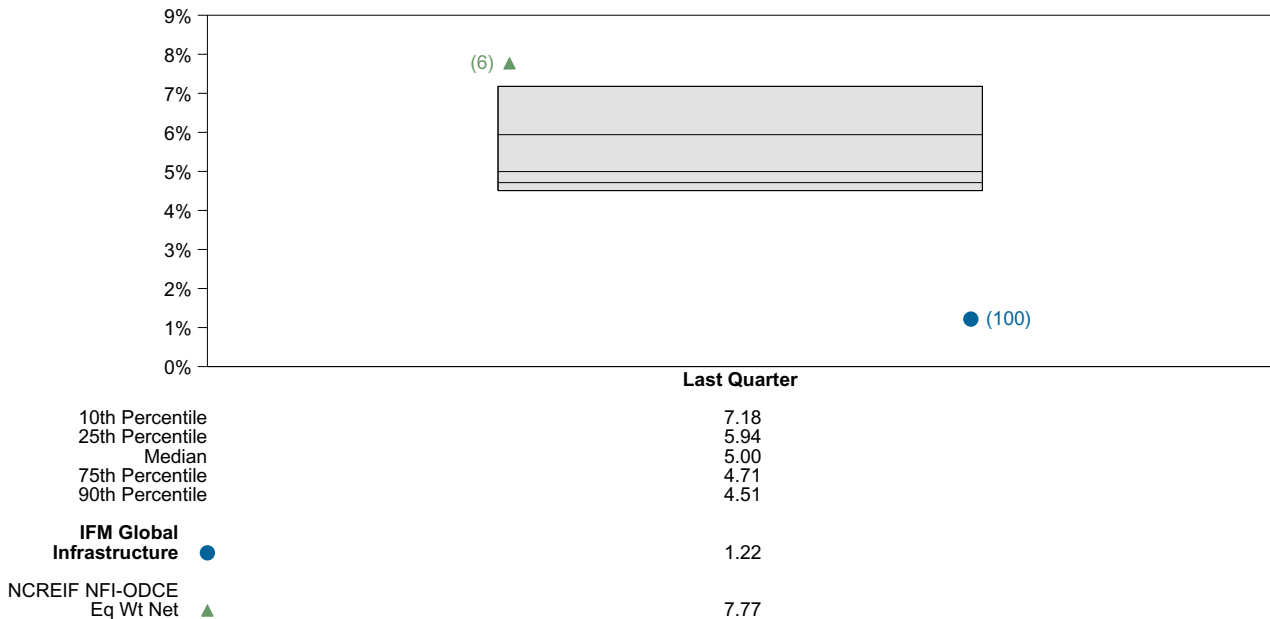
Quarterly Summary and Highlights

- IFM Global Infrastructure's portfolio posted a 1.22% return for the quarter placing it in the 100 percentile of the Callan Open End Core Cmmingled Real Est group for the quarter.
- IFM Global Infrastructure's portfolio underperformed the NCREIF NFI-ODCE Eq Wt Net by 6.55% for the quarter.

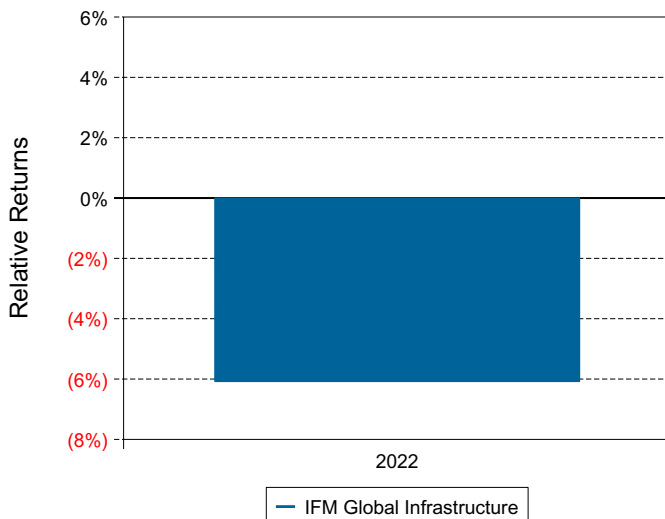
Quarterly Asset Growth

Beginning Market Value	\$17,299,670
Net New Investment	\$0
Investment Gains/(Losses)	\$210,478
Ending Market Value	\$17,510,148

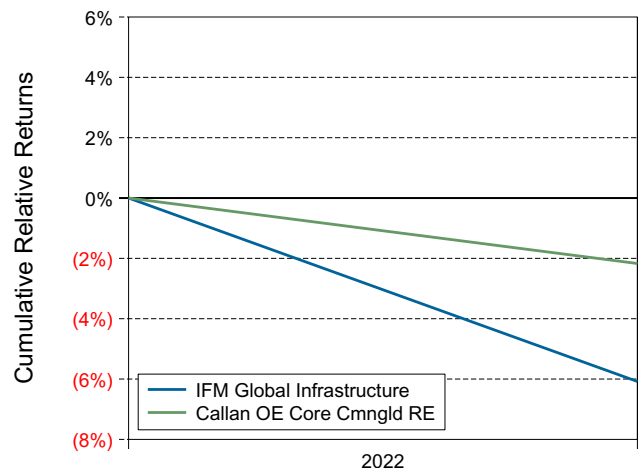
Performance vs Callan Open End Core Cmmingled Real Est (Net)



Relative Returns vs NCREIF NFI-ODCE Eq Wt Net



Cumulative Returns vs NCREIF NFI-ODCE Eq Wt Net



JP Morgan Infrastructure Period Ended March 31, 2022

Investment Philosophy

The JPMorgan Infrastructure Investments Fund ("IIF") looks to add value through its ability to build upon existing investments and de-risk future investments without the constraint of multiple fund vintage conflicts. In addition, as an open-end fund, IIF focuses on driving sustained operational improvements and efficiencies as well as long-term value. Short-term improvements and exit timing largely dependent upon market conditions, are not priorities.

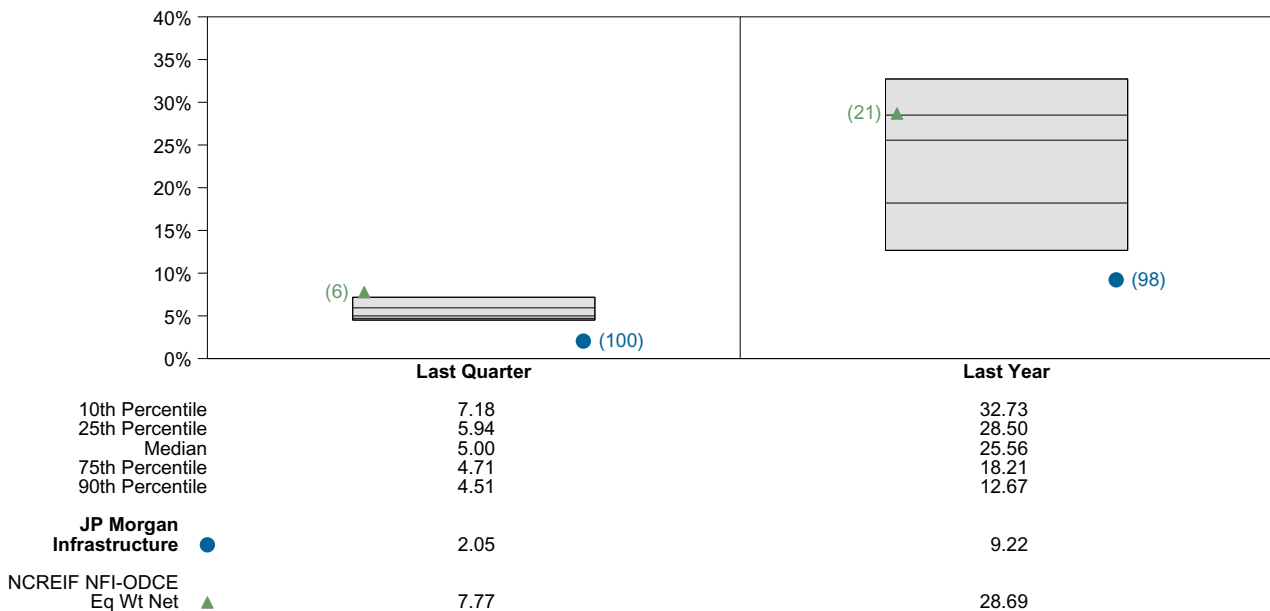
Quarterly Summary and Highlights

- JP Morgan Infrastructure's portfolio posted a 2.05% return for the quarter placing it in the 100 percentile of the Callan Open End Core Cmmingled Real Est group for the quarter and in the 98 percentile for the last year.
- JP Morgan Infrastructure's portfolio underperformed the NCREIF NFI-ODCE Eq Wt Net by 5.72% for the quarter and underperformed the NCREIF NFI-ODCE Eq Wt Net for the year by 19.47%.

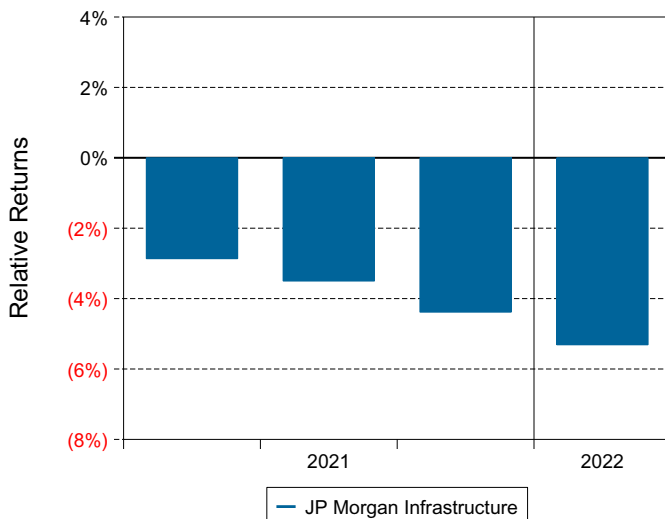
Quarterly Asset Growth

Beginning Market Value	\$17,450,750
Net New Investment	\$69,423
Investment Gains/(Losses)	\$357,369
Ending Market Value	\$17,877,542

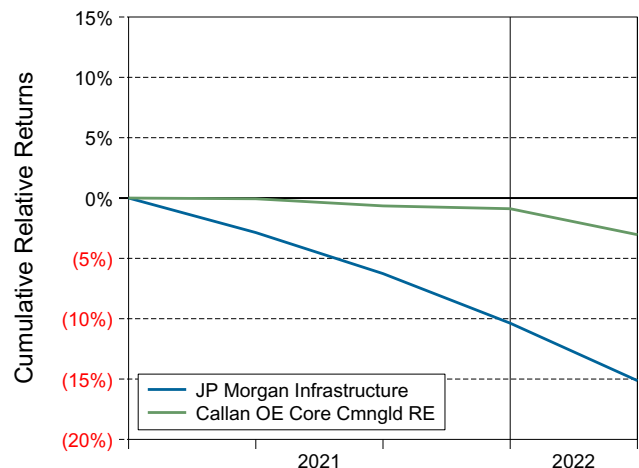
Performance vs Callan Open End Core Cmmingled Real Est (Net)



Relative Returns vs NCREIF NFI-ODCE Eq Wt Net



Cumulative Returns vs NCREIF NFI-ODCE Eq Wt Net



Real Estate Composite Period Ended March 31, 2022

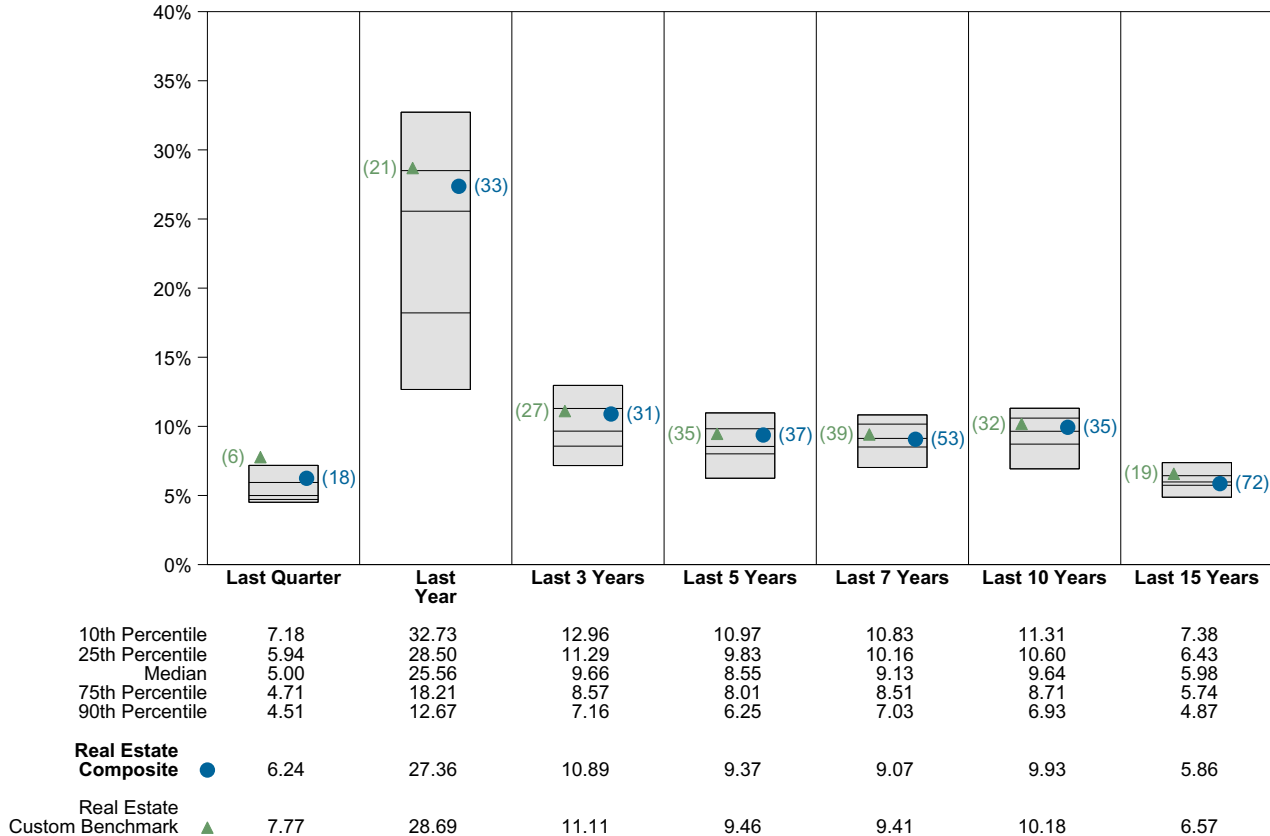
Quarterly Summary and Highlights

- Real Estate Composite's portfolio posted a 6.24% return for the quarter placing it in the 18 percentile of the Callan Open End Core Cmmingled Real Est group for the quarter and in the 33 percentile for the last year.
- Real Estate Composite's portfolio underperformed the Real Estate Custom Benchmark by 1.53% for the quarter and underperformed the Real Estate Custom Benchmark for the year by 1.32%.

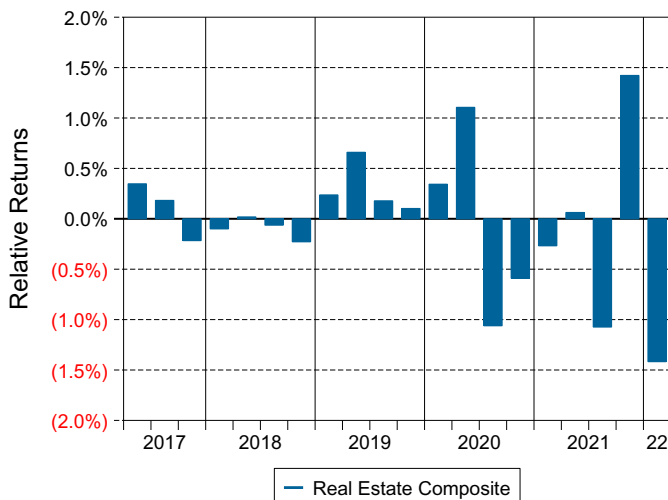
Quarterly Asset Growth

Beginning Market Value	\$75,577,242
Net New Investment	\$9,226,334
Investment Gains/(Losses)	\$5,295,389
Ending Market Value	\$90,098,965

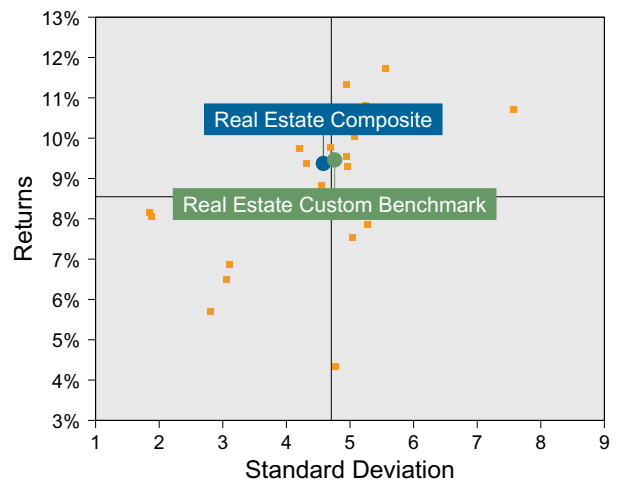
Performance vs Callan Open End Core Cmmingled Real Est (Net)



Relative Returns vs Real Estate Custom Benchmark



Callan Open End Core Cmmingled Real Est (Net) Annualized Five Year Risk vs Return



RREEF Private

Period Ended March 31, 2022

Investment Philosophy

RREEF America II acquires 100 percent equity interests in small- to medium-sized (\$10 million to \$70 million) apartment, industrial, retail and office properties in targeted metropolitan areas within the continental United States. The fund capitalizes on RREEF's national research capabilities and market presence to identify superior investment opportunities in major metropolitan areas across the United States.

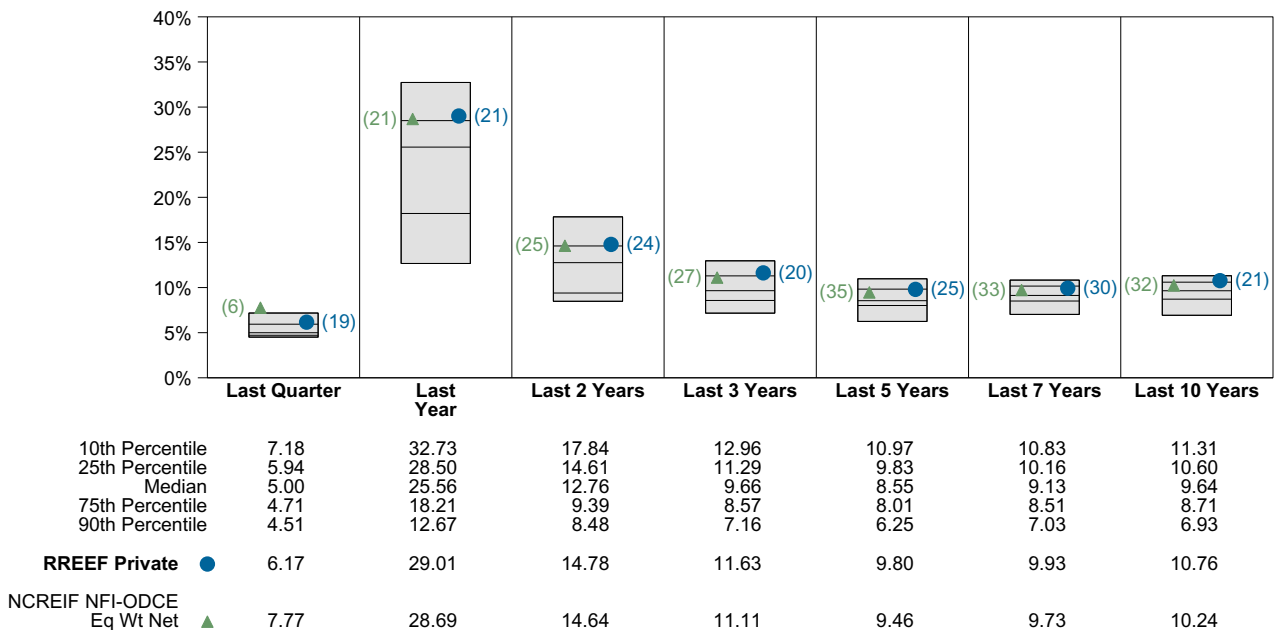
Quarterly Summary and Highlights

- RREEF Private's portfolio posted a 6.17% return for the quarter placing it in the 19 percentile of the Callan Open End Core Cmmingled Real Est group for the quarter and in the 21 percentile for the last year.
- RREEF Private's portfolio underperformed the NCREIF NFI-ODCE Eq Wt Net by 1.60% for the quarter and outperformed the NCREIF NFI-ODCE Eq Wt Net for the year by 0.32%.

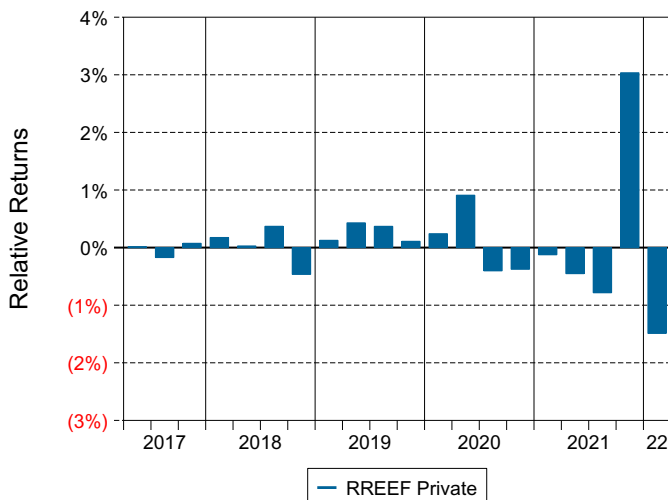
Quarterly Asset Growth

Beginning Market Value	\$39,718,263
Net New Investment	\$2,250,000
Investment Gains/(Losses)	\$2,587,408
Ending Market Value	\$44,555,671

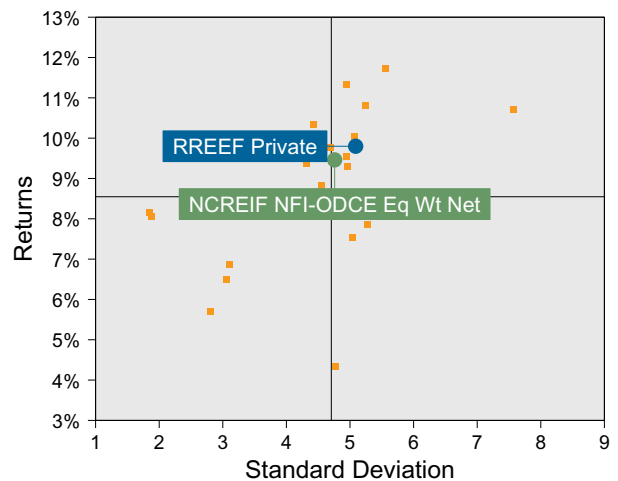
Performance vs Callan Open End Core Cmmingled Real Est (Net)



Relative Returns vs NCREIF NFI-ODCE Eq Wt Net



Callan Open End Core Cmmingled Real Est (Net) Annualized Five Year Risk vs Return



Barings Core Property Fund Period Ended March 31, 2022

Investment Philosophy

Barings believes that the investment strategy for the Core Property Fund is unique with the goal of achieving returns in excess of the benchmark index, the NFI-ODCE Index, with a level of risk associated with a core fund. The construct of the Fund relies heavily on input from Barings Research, which provided the fundamentals for the investment strategy. Strategic targets and fund exposure which differentiate the Fund from its competitors with respect to both its geographic and property type weightings, and we believe will result in performance in excess of industry benchmarks over the long-term.

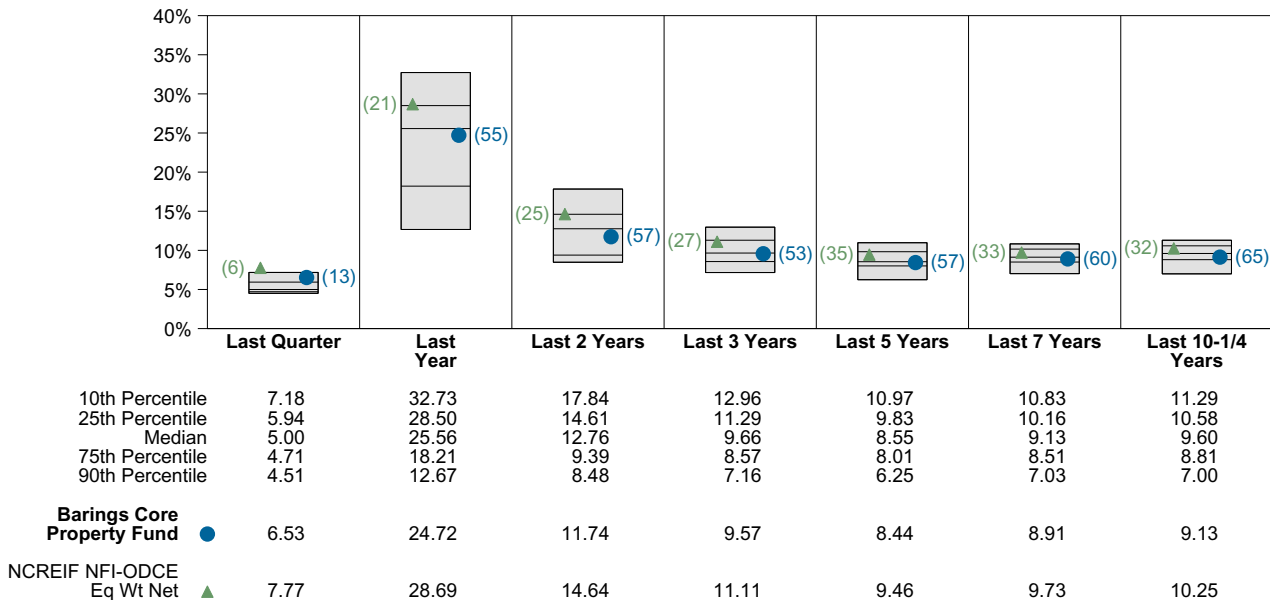
Quarterly Summary and Highlights

- Barings Core Property Fund's portfolio posted a 6.53% return for the quarter placing it in the 13 percentile of the Callan Open End Core Cmmingled Real Est group for the quarter and in the 55 percentile for the last year.
- Barings Core Property Fund's portfolio underperformed the NCREIF NFI-ODCE Eq Wt Net by 1.24% for the quarter and underperformed the NCREIF NFI-ODCE Eq Wt Net for the year by 3.97%.

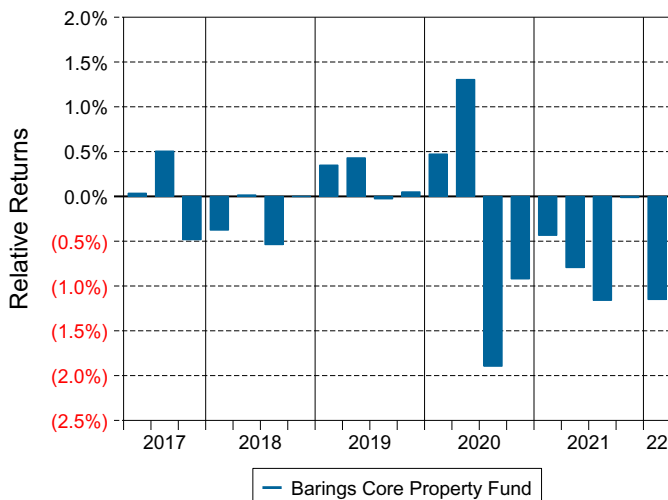
Quarterly Asset Growth

Beginning Market Value	\$34,108,979
Net New Investment	\$7,000,000
Investment Gains/(Losses)	\$2,684,316
Ending Market Value	\$43,793,294

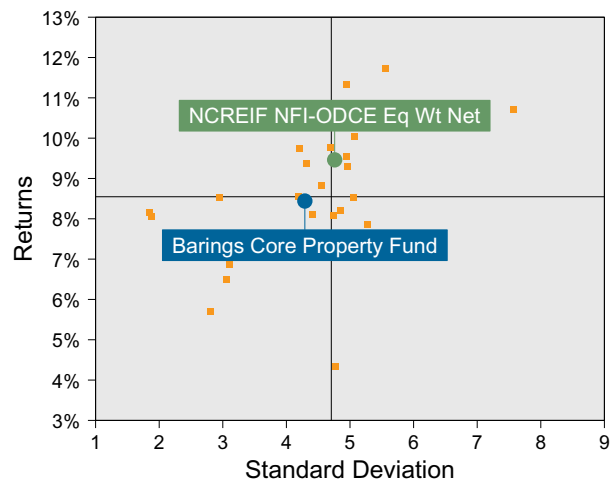
Performance vs Callan Open End Core Cmmingled Real Est (Net)



Relative Returns vs NCREIF NFI-ODCE Eq Wt Net



Callan Open End Core Cmmingled Real Est (Net) Annualized Five Year Risk vs Return



Geopolitical Upheaval; Unsettled Markets

ECONOMY

2 Capital markets reacted strongly to the upheaval and uncertainty unleashed by Russia's invasion of Ukraine. Both stocks and bonds dropped in 1Q22, and GDP fell 1.4%, but underlying strength in the U.S. economy should spare the country from a recession.

Quarterly Losses Amid Global Turmoil

INSTITUTIONAL INVESTORS

4 All institutional investor types saw declines in 1Q22, but most did better than a 60% stocks/40% bonds benchmark. Over 20 years, returns for institutional investors have roughly matched the benchmark returns, and exceeded fixed income and global ex-U.S. equities.

War, COVID Weigh on Markets Worldwide

EQUITY

6 The S&P 500 fell 4.6% in 1Q22, but was down more than 12% early in March before rallying into quarter-end. Global equity indices fell as well, as a resurgence of COVID-19 cases in Europe and Asia, specifically in China, weighed on the global recovery.

Broad Market Quarterly Returns

U.S. Equity
Russell 3000



Global ex-U.S. Equity
MSCI ACWI ex USA



U.S. Fixed Income
Bloomberg Agg



Global ex-U.S. Fixed Income
Bloomberg Global Agg ex US



Sources: Bloomberg, FTSE Russell, MSCI

Global Indices Fall, Driven by Rate Hikes

FIXED INCOME

8 The Bloomberg Aggregate fell 5.9%, its worst quarterly return since 1980. The Fed raised rates by 25 bps, with many more hikes expected. Global indices fell as well, driven by broad interest rate increases. Russia was removed from indices at a price of \$0.

Asset Class Shows Continued Gains

REAL ESTATE/REAL ASSETS

10 The NCREIF Property Index rose 5.3% during 1Q22. The NCREIF Open-End Diversified Core Equity (ODCE) Index rose 7.1%. While U.S. REITs, as measured by the FTSE Nareit Equity REITs Index, fell 3.9%, they outperformed U.S. equities. Commodities were a rare bright spot.

Where Do Investors Go From Here?

PRIVATE EQUITY

11 Except for fundraising dollar volume, all other private equity activity measures moderated in 1Q22. It was still a good quarter from a transaction volume perspective, as positive sentiment toward private equity and its ability to capitalize on volatile periods persisted.

Appealing in Climate of Low Yields

PRIVATE CREDIT

12 Private credit continues to be attractive in this low-yield environment, and the floating-rate structure of many types of private credit serves as a buffer as interest rates rise. On average, it has generated net IRRs of 8% to 10% for trailing periods ended Sep. 30, 2021.

Market Volatility Tests Managers' Strategies

HEDGE FUNDS/MACs

13 Hedge funds ended the volatile quarter with mixed results, as equity hedge managers had a difficult time. Event-driven strategies fell, due to a higher weight to equities vs. credit. Macro strategies soared, as commodities spiked. Relative value managers gained, profiting off rate volatility.

DC Index Bounces Back in 4Q After Loss

DEFINED CONTRIBUTION

15 The Callan DC Index™ rose 5.1% in 4Q21, after falling in 3Q, while the Age 45 Target Date Fund gained 5.5%. TDFs again saw the largest net inflows. Real return/TIPS had larger-than-typical net inflows (+13.6%), indicating participants may be looking to hedge inflation.

Geopolitical Upheaval and Unsettled Markets

ECONOMY | Jay Kloepfer

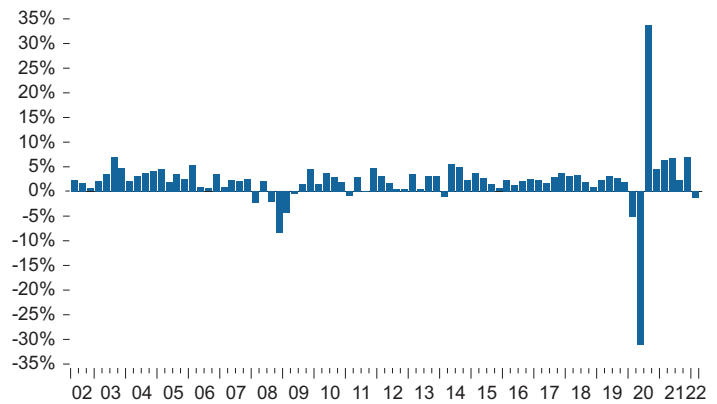
Capital markets abhor uncertainty, and there is no greater human-generated uncertainty than war. The Russian invasion of Ukraine upended expectations for an orderly slowdown in economic growth from the surge in 2021, and for the spike in inflation to subside as pandemic-induced supply chain bottlenecks cleared. Amid this geopolitical upheaval and humanitarian catastrophe, the equity and fixed income markets were both down in 1Q22. How often does that happen? More than we expected. Looking at data back to 1926, there have been 37 quarters in which returns on stocks and bonds were both negative, almost 10% of all quarters over that period. Before now, the most recent quarter was 1Q18, and before that, the 2nd and 3rd quarters of 2008, as the Global Financial Crisis (GFC) began unfolding. In case you were wondering, the S&P 500 plunged 19.6% in 1Q20, while the Bloomberg Aggregate rose 3.1%. The frequency of down quarters for both stocks and bonds has been much lower since 1990 than in the first 60 years of the data set. Looking at annual returns, there have been only two calendar years when stocks and bonds were both down, 1931 and 1969 (with a near-miss in 2018). The point: Over more recent history, stocks and bonds down together is relatively unusual.

The war also hit business and consumer confidence, and the 1Q GDP report surprised all with a 1.4% drop, following a 6.9% surge in 4Q21. The 8.3% swing in growth came from a huge drop in inventory investment and net exports. Imports surged 17.7% while exports declined 5.9%, a sharp reversal from 22.4% growth in 4Q21. The drop in GDP is a surprise because the economy is otherwise healthy, with a strong job market. Final sales to the private sector grew 3.7% in 1Q, up from 2.6% in 4Q21, suggesting strength in aggregate demand. The concern going forward is that the confidence to spend and invest will be tested by rising interest rates, skyrocketing inflation, war uncertainty, and the prospect of a recession.

The Fed raised rates at its March meeting, bringing the Fed Funds rate up to 0.25%-0.50%. Chairman Jerome Powell made a point of debunking a 75 basis point hike at the next

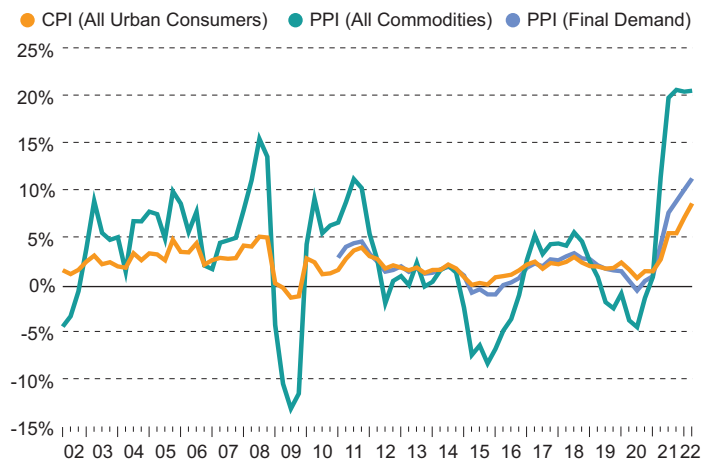
Quarterly Real GDP Growth

(20 Years)



Source: Bureau of Economic Analysis

Inflation Year-Over-Year



Source: Bureau of Labor Statistics

FOMC meeting. The median projection by FOMC members for the Fed Funds rate is 1.90% at the end of 2022, rising to 2.80% in 2023. However, the range of projections (1.4% to 3.2% by year-end) from Committee members reflects a high degree of uncertainty. As of quarter-end, the market was anticipating nine hikes in 2022, three more than expected by the Fed.

The war in Ukraine and the sanctions imposed on Russia are now piling on to supply bottlenecks, with particular concerns about food and energy supplies, and putting into question the assumption that inflation would ease later in 2022 and into 2023.

CPI-U for the U.S. hit 8.5% for the 12 months ending in March, the highest rate since the period ending December 1981. Driving the increase were prices for gasoline, shelter, and food. The energy index rose 32%, with gasoline prices up 48% year over year. The food price index rose 8.8%, and like the broad CPI, it was the biggest surge since 1981. Russia and Ukraine are vital suppliers to regional and global food supplies. In addition to price inflation, the war has raised serious concerns about the 2022 spring planting and harvest later in the year, and the potential for disaster in food-insecure parts of the globe.

The impact of the war is most direct and dramatic in eastern Europe and central Asia (EECA). The economic ties with Russia and Ukraine are extensive for many countries in the EECA bloc. Russia is the largest market for some countries, and the largest source of goods and energy for others. Tourism and foreign direct investment from Russia is substantial, and salary remittances from foreign workers in Russia are a vital source of income for many EECA countries. Poland attracted a substantial number of Ukrainian workers. Even without close ties, countries within the EECA, western Europe, Africa, and the Americas are vulnerable to disruptions in the flow of goods, services, and energy stemming from the conflict.

If recession is often identified by consecutive quarterly declines in GDP, why wouldn't the 1Q22 decline signal a potential downturn? First, aggregate demand remains robust. Second, household balance sheets are healthy. A labor market characterized by high employer demand, low unemployment (3.6% and falling), and rising compensation suggests continuing growth in consumer spending. Business investment will respond to this strong consumer demand. High frequency data show resilient growth in spending on travel and entertainment, and a recovery from the sharp drop in activity during the Omicron wave.

Recent Quarterly Economic Indicators

	1Q22	4Q21	3Q21	2Q21	1Q21	4Q20	3Q20	2Q20
Employment Cost–Total Compensation Growth	4.5%	4.0%	3.7%	2.9%	2.6%	2.5%	2.4%	2.7%
Nonfarm Business–Productivity Growth	-7.5%	6.3%	-3.9%	3.2%	2.2%	-2.8%	6.2%	10.3%
GDP Growth	-1.4%	6.9%	2.3%	6.7%	6.3%	4.5%	33.8%	-31.2%
Manufacturing Capacity Utilization	78.0%	77.0%	76.1%	75.4%	74.5%	74.0%	71.9%	64.3%
Consumer Sentiment Index (1966=100)	63.1	69.9	74.8	85.6	80.2	79.8	75.6	74.0

Sources: Bureau of Economic Analysis, Bureau of Labor Statistics, Federal Reserve, IHS Economics, Reuters/University of Michigan

The Long-Term View

Index	1Q22	Periods Ended 12/31/21			
		1 Yr	5 Yrs	10 Yrs	25 Yrs
U.S. Equity					
Russell 3000	-5.3	11.9	15.4	14.3	9.5
S&P 500	-4.6	15.6	16.0	14.6	9.4
Russell 2000	-7.5	-5.8	9.7	11.0	8.9
Global ex-U.S. Equity					
MSCI EAFE	-5.9	1.2	6.7	6.3	5.0
MSCI ACWI ex USA	-5.4	-1.5	6.8	5.6	--
MSCI Emerging Markets	-7.0	-11.4	6.0	3.4	--
MSCI ACWI ex USA Small Cap	-6.5	0.0	7.9	7.3	6.7
Fixed Income					
Bloomberg Agg	-5.9	-4.2	2.1	2.2	4.7
90-Day T-Bill	0.0	0.1	1.1	0.6	2.0
Bloomberg Long G/C	-11.0	-3.1	4.6	4.7	6.9
Bloomberg GI Agg ex US	-6.1	-7.9	1.3	0.1	3.4
Real Estate					
NCREIF Property	5.3	21.9	8.5	9.6	9.5
FTSE Nareit Equity	-3.9	26.5	9.6	9.8	9.7
Alternatives					
CS Hedge Fund	2.1	7.5	5.5	4.7	6.6
Cambridge PE*	5.0	48.8	21.3	17.1	15.6
Bloomberg Commodity	25.5	49.3	9.0	-0.7	1.9
Gold Spot Price	6.9	13.9	9.3	1.6	7.1
Inflation – CPI-U	3.1	8.5	3.4	2.3	2.4

*Data for most recent period lags. Data as of 9/30/21.

Sources: Bloomberg, Bureau of Economic Analysis, Credit Suisse, FTSE Russell, MSCI, NCREIF, Refinitiv/Cambridge, S&P Dow Jones Indices

While expectations for economic growth in the U.S. are clearly lower since the Russian invasion, with GDP projections for 2022 down from 4% to 3% or lower, they are still positive. The impact of the war may be more consequential for Europe, with its greater dependence on energy imports. Risk of recession is higher, but not yet the expected case for 2022.

Kristin Bradbury contributed to this commentary.

Tough Quarter Amid Global Upheaval, Stock and Bond Drops

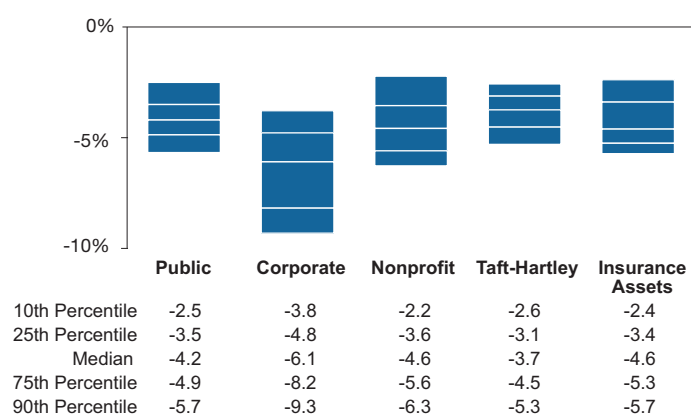
INSTITUTIONAL INVESTORS

- All institutional investor types saw lower returns in 1Q22, but most topped equities, fixed income, and a 60% stocks/40% bonds benchmark.
- Taft-Hartley plans fared best, followed by public defined benefit (DB) plans. Corporate DB plans brought up the rear, although the plunge in liabilities may have helped plan funded status.
- All investor types continue to show gains roughly in line with the 60%/40% benchmark over 20 years, although the gap widened a bit this quarter. And all types have topped global ex-U.S. equities and bonds over that same period, although they still lag U.S. equities.
- Strategic conversations remain focused on “Where do we go from here?” Many investors just enjoyed outstanding returns in 2021, but the elation is tempered by sobering capital markets assumptions.
- Inflation and what to do with fixed income continue to be the two primary topics of discussion.
 - How to structure the overall portfolio to fight inflation
 - What to do to protect bond portfolios with rates rising faster than expected
- After the Global Financial Crisis, many public plans eliminated cost-of-living adjustments (COLAs) to help ensure

solvency. Improving funded status coupled with generational highs in inflation are bringing COLAs to the forefront again. Retirees want COLAs while active participants in plans with cost sharing want lower contributions to maintain intergenerational equity.

- There is increasing concern about a market drawdown, given high valuations relative to historical averages, rising rates and inflation, and the war in Ukraine.
- More of our clients are back in the office, but uncertainty about return dates for others remains high.

Quarterly Returns, Callan Database Groups



Source: Callan

Callan Database Median and Index Returns* for Periods Ended 3/31/22

Database Group	Quarter	1 Year	3 Years	5 Years	10 Years	20 Years
Public Database	-4.2	5.5	10.6	9.2	8.5	7.2
Corporate Database	-6.1	2.4	8.8	8.0	7.8	6.9
Nonprofit Database	-4.6	4.6	10.3	8.9	8.2	7.2
Taft-Hartley Database	-3.7	6.5	10.6	9.2	8.7	7.0
Insurance Assets Database	-4.6	-0.2	5.3	4.9	4.7	5.3
All Institutional Investors	-4.5	4.8	10.1	8.8	8.2	7.1
Large (>\$1 billion)	-3.9	6.4	10.7	9.4	8.6	7.5
Medium (\$100mm - \$1bn)	-4.7	4.6	10.1	8.9	8.2	7.0
Small (<\$100 million)	-4.7	4.3	9.8	8.5	7.9	6.8
60% S&P 500/40% Bloomberg Agg	-5.1	7.5	12.1	10.6	9.8	7.4

*Returns less than one year are not annualized.

Source: Callan. Callan's database includes the following groups: public defined benefit (DB) plans, corporate DB plans, nonprofits, insurance assets, and Taft-Hartley plans. Approximately 10% to 15% of the database constituents are Callan's clients. All database group returns presented gross of fees. Past performance is no guarantee of future results. Reference to or inclusion in this report of any product, service, or entity should not be construed as a recommendation, approval, affiliation, or endorsement of such product, service, or entity by Callan.

- In terms of investment structures, few changes are planned in active vs. passive implementations.

Corporate DB Plans

- Lowered return expectations stress estimated return on asset assumptions for corporate plans.
- For corporate plans with de-risking glidepaths, strong returns led to improved funding and larger fixed income allocations, causing a reduction in expected returns.
- Funding relief from ARPA has some corporate plan sponsors reconsidering LDI in order to increase or at least maintain their allocations to growth assets and expected returns.

Public DB Plans

- 2020-21 gains drove improvements in the funded status of public plans.
- Large public plans are examining whether to have fewer active managers and increasing the allocation to passive in an effort to increase net-of-fee returns.
- Low projected returns mean downward pressure on actuarial discount rates. For many plans it may be an ideal time

to lower discount rates without having funded status fall to untenable levels.

- However, increased funded status may spur retirees to seek improved COLAs given current inflation.
- Weaker expected returns from liquid markets may spur demand for larger allocations to alternatives as well as discussions of total fund leverage.
- Interest in private credit by public DB plans remains high.

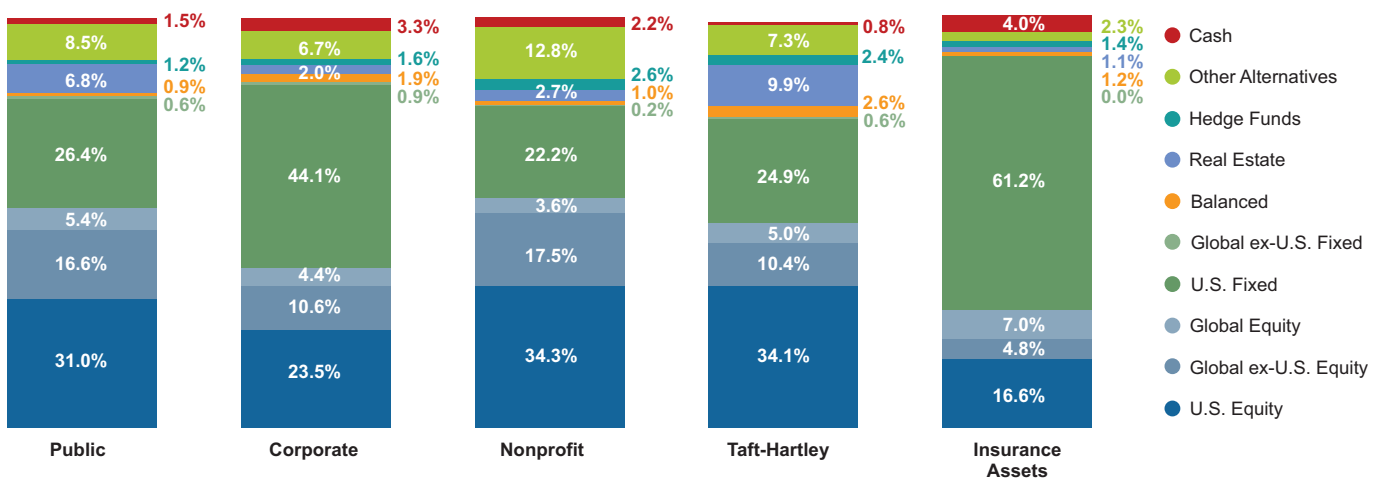
Defined Contribution (DC) Plans

- Fees continue as a top-of-mind issue, with most sponsors benchmarking their fees, according to our DC Survey.
- Target date funds are adding allocations to growth assets across the spectrum of retirement cohorts to increase income-replacement ratios.

Nonprofits

- They continue to expand the depth and breadth of their private markets investments in light of both high valuations in public market growth assets and the potential for high inflation to erode the real values of their assets and distributions.

Average Asset Allocation, Callan Database Groups



Note: charts may not sum to 100% due to rounding. Other alternatives include but is not limited to: diversified multi-asset, private credit, private equity, and real assets. Source: Callan

Equity

U.S. Equities

- The S&P 500 Index fell 4.6% in 1Q22, but was down more than 12% early in March before rallying into quarter-end.
- Value stocks sharply outpaced growth across capitalizations, with the spread exceeding 10% in both mid and small caps and just over 8% in large caps.
- Energy (+39%) was the best-performing sector given a 33% spike in WTI crude oil prices. Commodity-linked Materials and Utilities sectors also performed well on a relative basis.
- Communication Services (-12%), Consumer Discretionary (-9%), and Information Technology (-8%) were the worst-performing sectors.
- Uncertainty over rates, inflation, and geopolitical tensions all contributed to a volatile and risk-averse environment.
- Interestingly, the Russell Dynamic Index (-4.3%) outperformed the Russell Defensive Index (-5.9%) during the 1Q downturn.

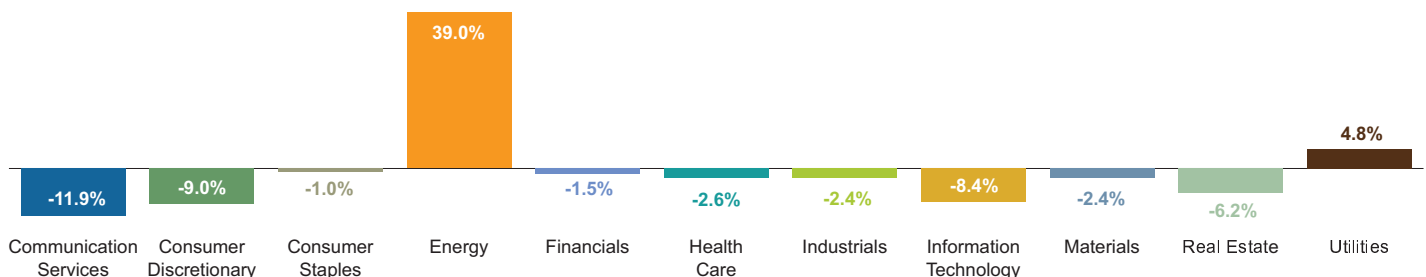
Historical small cap discount relative to large cap

- The Russell 2000 Index continues to underperform the Russell 1000 Index; the small cap index now trails large cap by almost 1,660 basis points cumulatively on a three-year basis and over 2,360 bps on a five-year basis.

Index concentration

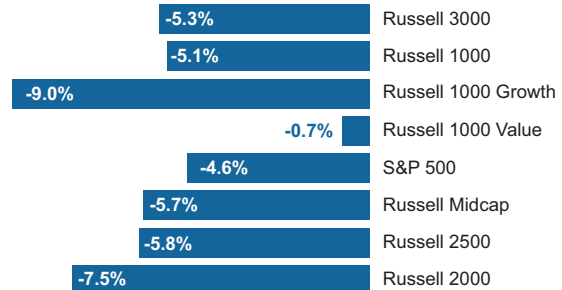
- Index concentration continues despite negative 1Q core index returns and falling earnings contributions.
- Among mega cap tech stocks, Apple and Microsoft now seen as providing downside protection

Quarterly Performance of Industry Sectors

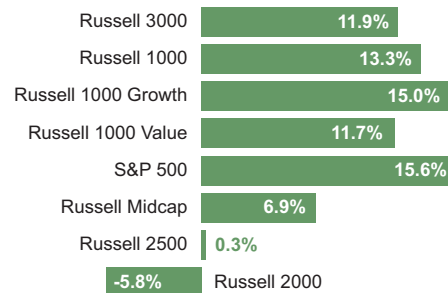


Source: S&P Dow Jones Indices

U.S. Equity: Quarterly Returns



U.S. Equity: One-Year Returns



Sources: FTSE Russell and S&P Dow Jones Indices

- Index concentration continues to cause active managers significant headwinds in the large cap growth space—the Russell 1000 Growth Index has nearly 50% of its capitalization in just the top 10 names (Apple and Microsoft are greater than 10% weights).

Global Equity

War in Ukraine stoked market volatility

- In the aftermath of invading Ukraine, Russia faced condemnation and sanctions that crippled its stocks, bonds, and currency and shocked the global markets.
- The fog of war exacerbated inflationary concerns and led to a surge in energy prices, as Russia is the second-largest natural gas provider and third-largest oil producer in the world.
- Energy exporters notably outperformed importers given the soaring prices.

Fears of COVID-19

- A resurgence of COVID-19 cases in Europe and Asia, specifically in China, weighed on the global recovery.
- China's zero-COVID policy has injected doubt into its 2022 projected GDP growth of 5.5%, which is already its lowest annual target in more than 25 years.

Growth vs. value

- Value sectors such as Energy, Materials, and Financials were in favor relative to growth sectors like Consumer Discretionary and Information Technology, due to recession fears and a tightening monetary cycle.
- However, Energy was the worst performer within emerging markets due to the removal of Russia from indices.

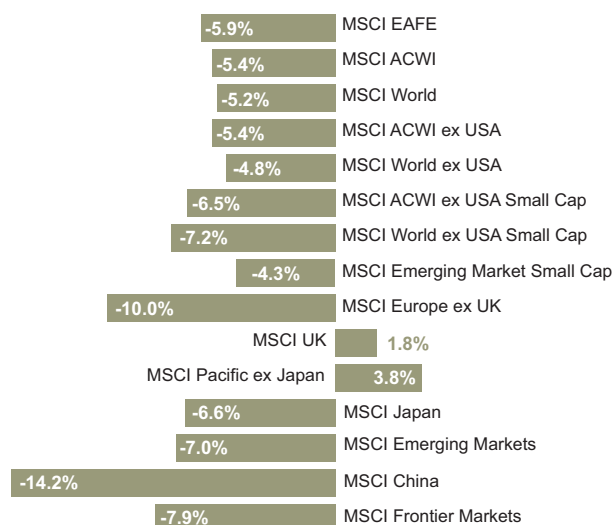
U.S. dollar vs. other currencies

- With the uncertainty of war, the U.S. dollar strengthened against other major currencies, including the yen, as the Bank of Japan maintained an easing policy.

Value is attractive relative to history

- There are attractive valuations in multiple regions.
- Growth relative to value is more vulnerable as interest rates normalize.
- Global recovery from COVID and deficit in Energy should support value.
- Value sectors are underexposed in international indices relative to history.
- Value outperforms in “heating up” inflationary environments.

Global ex-U.S. Equity: Quarterly Returns (U.S. Dollar)



Global ex-U.S. Equity: One-Year Returns (U.S. Dollar)



Source: MSCI

Fixed Income

U.S. Fixed Income

Bonds hit hard as rates rose sharply

- Bloomberg Aggregate worst quarterly return since 1980
- Curve flattened; as of 3/31 5-year U.S. Treasury yield was 10 bps higher than 10-year UST yield (2.42% vs. 2.32%).
- TIPS topped nominal Treasuries, and 10-year breakeven spread widened to 2.84% from 2.56% at year-end.
- Fed raised rates by 25 bps, with many more hikes expected this year.

Credit sectors underperformed

- Investment-grade corporates underperformed duration-matched U.S. Treasuries by 145 bps, RMBS by 71 bps.
- High yield “benefited” from less interest rate sensitivity and relatively higher exposure to the energy sector; excess return vs. U.S. Treasuries was 92 bps.
- Defaults remain low (less than 1%) and yield breeched 6%.

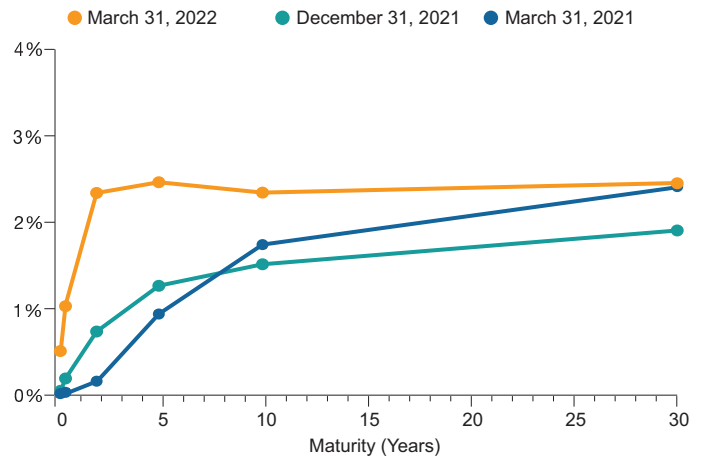
Leveraged loans performed relatively well

- Helped by floating rate coupons/low duration

Securitized sectors also performed well

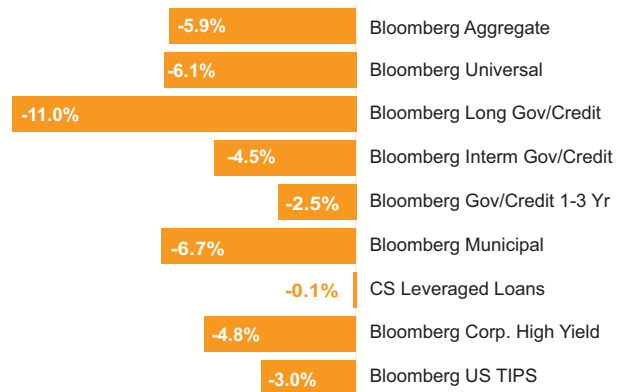
- Consumer ABS was the best within the sector due to its shorter duration profile and solid consumer spending.
- Conduit CMBS traded in line as the economy re-opens.
- Agency MBS saw duration extend by 0.4 year due to higher rates.
- The U.S. yield curve “bear-flattened” as the Fed pivoted to focus on higher-than-expected inflation.
- The U.S. yield curve (2Y/10Y) inverted on the last (intra) day of the quarter, which has not been seen since Aug. 2019.
- Despite rates moving higher this year, could the recent back-up indicate a new regime of higher rates, or is the market simply trading to the higher end of this secular range that has persisted for nearly 40 years?

U.S. Treasury Yield Curves



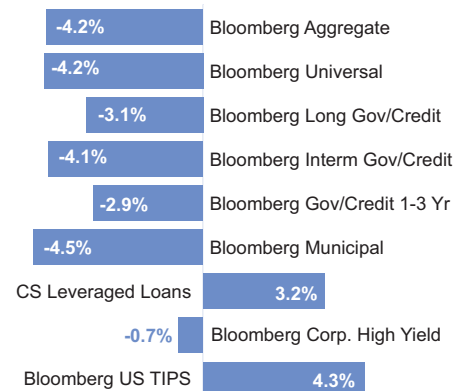
Source: Bloomberg

U.S. Fixed Income: Quarterly Returns



Sources: Bloomberg and Credit Suisse

U.S. Fixed Income: One-Year Returns



Sources: Bloomberg and Credit Suisse

Municipal Bonds

Municipal bond returns hurt by rising rates

- Bloomberg Municipal Bond Index suffered its worst quarterly return since 3Q81.
- Lower quality underperformed: BBB -7.1%; AAA -6.1%
- As with U.S. Treasuries, the muni yield curve flattened with 2-year yields rising more than 10-year and 30-year yields

Valuations relatively attractive

- 10-year AAA Muni/10-year U.S. Treasury ratio = 94%
- Up from 68% at year-end; 10-year median = 90%
- Municipal Bond Index after-tax yield = 4.4% (tax rate of 37%)

Supply/demand

- Heavy outflows in 1Q22 following record inflows in 2021
- \$22 billion in outflows in 1Q (one-fifth of 2021 inflows)
- Supply down modestly vs. 1Q21

Credit quality remains stable to improving

- Tax revenues continued to rise and reserve levels are high
- Upgrades outpaced downgrades

Global Fixed Income

Negative returns driven by broad interest rate increases

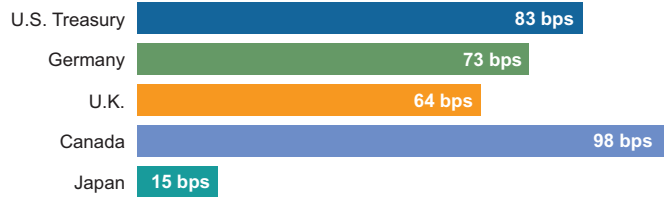
- U.S. dollar appreciated against the Japanese yen, euro, and British pound.

Emerging market debt was not spared

- JPM Global Diversified hurt by rising rates in the U.S.
- GBI-EM hurt by rising local rates, but currency appreciation helped in Latin America and Africa.
- Russia removed from indices at a price of \$0 (-100% return).

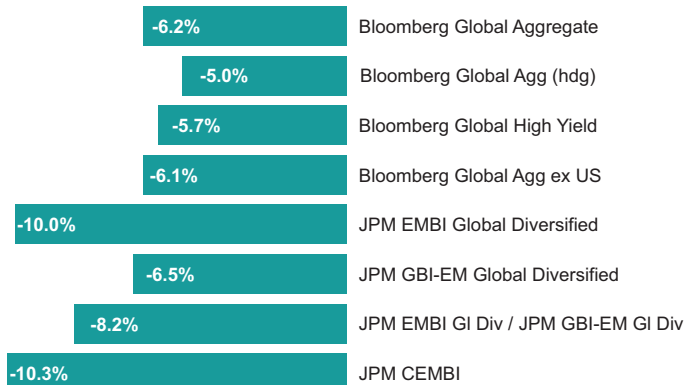
Change in 10-Year Global Government Bond Yields

4Q21 to 1Q22



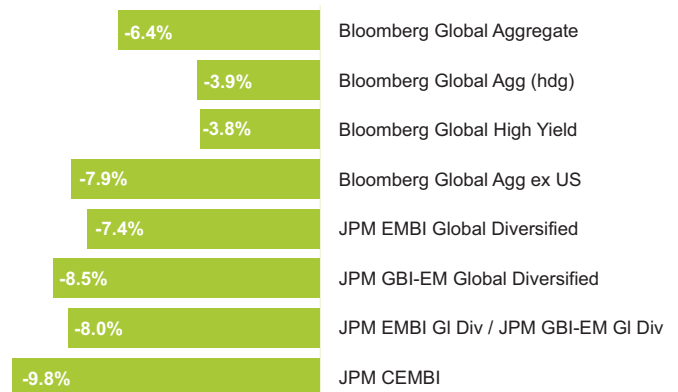
Source: Bloomberg

Global Fixed Income: Quarterly Returns



Sources: Bloomberg and JPMorgan Chase

Global Fixed Income: One-Year Returns



Sources: Bloomberg and JPMorgan Chase

Continued Strong Performance Across the Asset Class

REAL ESTATE/REAL ASSETS | Munir Iman

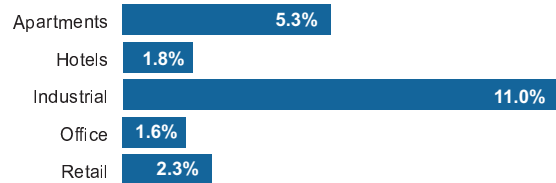
Private Real Estate

- The NCREIF Property Index, a measure of U.S. institutional real estate assets, rose 5.3% during 1Q22. The income return was 1.0% and the appreciation return was 4.3%.
- Industrial led property sector performance with a gain of 11.0%. Office finished last with an increase of 1.6%.
- Regionally, the West led with a 6.5% increase, while the Midwest was the worst performer but still gained 3.5%.
- The NCREIF Open-End Diversified Core Equity (ODCE) Index, representing equity ownership positions in U.S. core real estate, rose 7.1% during the quarter.
- Valuations are reflective of strong fundamentals in Industrial and Apartment and continued uncertainty despite a modest recovery in Office and Retail.
- Office and Retail vacancy rates increased slightly during the quarter.
- Net operating income growth turned negative for Office as the Omicron variant delayed many return-to-office plans.
- Net operating income growth continued its gradual increase in Industrial while decreasing slightly in Apartment and Retail.

Public Real Estate

- The FTSE EPRA Nareit Developed REIT Index, a measure of global real estate securities, fell 4.0% during 1Q22.

Sector Quarterly Returns by Property Type



Source: NCREIF

- U.S. REITs, as measured by the FTSE EPRA Nareit Equity REITs Index, dropped 3.9%.
- The FTSE EPRA Nareit Asia Index (USD), representing the Asia/Pacific region, fell 1.0%.
- European REITs, as measured by the FTSE EPRA Nareit Europe Index (USD), fell 7.2%.

Real Assets

- Commodities were a rare bright spot given their inflation-protection properties as well as war-induced supply concerns. The Bloomberg Commodity TR Index soared 25.5% and the energy-heavy S&P GSCI climbed 33.1%.
- Gold (S&P Gold Spot Price Index: +6.9%) and listed infrastructure (DJB Global Infrastructure: +3.2%) outperformed global stocks and bonds.
- TIPS (Bloomberg TIPS: -3.0%) fell but outpaced nominal U.S. Treasuries.

Callan Database Median and Index Returns* for Periods Ended 3/31/22

Private Real Assets	Quarter	Year to Date	1 Year	3 Years	5 Years	10 Years	15 Years
Real Estate ODCE Style	5.6	5.6	26.2	10.7	9.3	9.8	5.9
NFI-ODCE (value wt net)	7.1	7.1	27.3	10.3	8.9	9.9	6.0
NCREIF Property	5.3	5.3	21.9	9.6	8.5	9.6	7.3
NCREIF Farmland	2.6	2.6	9.7	5.9	6.2	9.6	10.6
NCREIF Timberland	3.2	3.2	11.8	4.7	4.1	5.6	5.2
Public Real Estate							
Global Real Estate Style	-4.1	-4.1	16.8	9.3	9.8	9.2	4.8
FTSE EPRA Nareit Developed	-4.0	-4.0	14.5	5.4	6.5	6.9	2.9
Global ex-U.S. Real Estate Style	-3.7	-3.7	4.4	5.0	8.9	8.4	2.6
FTSE EPRA Nareit Dev ex US	-3.3	-3.3	2.5	1.1	4.7	5.4	1.2
U.S. REIT Style	-4.9	-4.9	26.0	13.3	11.3	10.7	7.3
FTSE EPRA Nareit Equity REITs	-3.9	-3.9	26.5	11.1	9.6	9.8	6.4

*Returns less than one year are not annualized.

Sources: Callan, FTSE Russell, NCREIF

Where Do We Go From Here?

PRIVATE EQUITY | Gary Robertson

Private equity had a slower but still active 1Q22. The unsettling shift in the geopolitical and economic environment is creating murkiness regarding the future direction of private equity activity volumes. Fundraising remained strong, with venture capital dominating new commitments and buyouts paling by comparison—an unusual circumstance not seen since the late 1990s. Company-level private transactions fell on average about 23% by dollar volume and 24% by new deal count. Exits declined more than new investments. IPOs faced continuing challenges.

Fundraising ► Based on preliminary data, 1Q22 private equity partnerships holding final closes totaled \$216 billion, up 16% from 4Q21. New partnerships formed dropped 34% to 497, with larger funds remaining dominant. European commitments fell to a markedly low 16% of the total in 1Q. New buyout fund commitments were surprisingly low given its 44% share of commitments for the full year 2021. (Unless otherwise noted, all data come from PitchBook.)

Buyouts ► Funds closed 2,667 investments with \$200 billion in disclosed deal value, a 31% decline in count and a 16% drop in dollar value from 4Q. The largest investment was the \$17.0 billion sponsor-to-sponsor sale of electronic medical records company Athenahealth by Veritas and Elliott to Bain and Hellman & Friedman.

Private Equity Performance (%) (Pooled Horizon IRRs through 9/30/21*)

Strategy	Quarter	1 Year	3 Years	5 Years	10 Years	15 Years	20 Years	25 Years
All Venture	7.2	76.0	36.3	27.5	20.6	15.6	11.5	23.8
Growth Equity	4.4	52.3	29.0	24.3	18.1	15.6	14.7	16.4
All Buyouts	4.4	42.8	21.8	20.2	16.1	12.6	14.2	13.7
Mezzanine	3.0	22.2	11.8	12.4	12.2	11.0	10.5	10.4
Credit Opportunities	2.1	21.7	7.0	8.8	9.9	9.0	9.9	9.9
Control Distressed	7.2	42.6	16.6	14.3	13.5	10.8	11.7	11.9
All Private Equity	5.1	49.8	24.8	21.4	16.7	13.3	13.2	14.8
S&P 500	0.6	30.0	16.0	16.9	16.6	10.4	9.5	9.7
Russell 3000	-0.1	31.9	16.0	16.9	16.6	10.4	9.8	9.7

Note: Private equity returns are net of fees. Sources: Refinitiv/Cambridge and S&P Dow Jones Indices
*Most recent data available at time of publication

VC Investments ► New investments in venture capital companies totaled 11,495 rounds of financing, down 6%, with \$154 billion of announced value, down 20%. The largest investment was the \$3.0 billion mega 2nd round in Altos Labs, which focuses on cellular rejuvenation, by Foresite.

Exits ► There were 540 private M&A exits of private equity-backed companies, a drop of 41%. Disclosed values declined 33% to \$140 billion. There were 41 private equity-backed IPOs, down 66%, which raised an aggregate \$7 billion, down 76%.

Venture-backed M&A exits totaled 693 with disclosed value of \$46 billion. The number of sales fell 18% from 4Q, and announced value fell 22%. There were 69 VC-backed IPOs, down 60%, and the combined float totaled \$7 billion, an 83% decrease.

Funds Closed 1/1/22 to 3/31/22

Strategy	No. of Funds	Amt (\$mm)	Share
Venture Capital	319	92,441	43%
Growth Equity	35	44,023	20%
Buyouts	99	58,897	27%
Mezzanine Debt	2	8,980	4%
Distressed	5	5,339	2%
Energy	2	810	0%
Secondary and Other	31	4,398	2%
Fund-of-Funds	4	1,234	1%
Totals	497	216,122	100%

Source: PitchBook (Figures may not total due to rounding.)

Note: Transaction count and dollar volume figures across all private equity measures are preliminary figures and are subject to update in subsequent versions of the *Capital Markets Review* and other Callan publications.

Appealing to Investors in Low-Yield Climate

PRIVATE CREDIT | Catherine Beard

Benefiting from low-yield environment

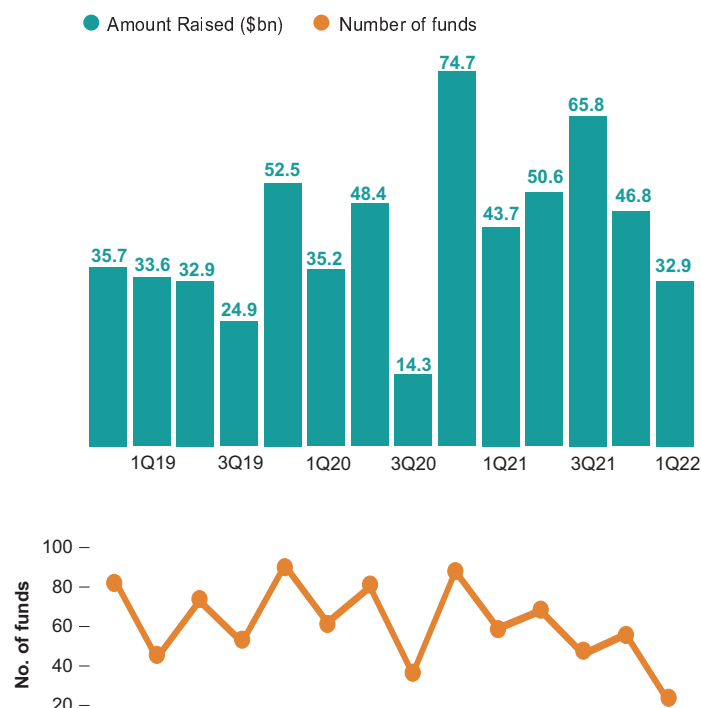
- Yield and income-generating characteristics remain attractive in a low-rate environment.
- Alpha generation can be magnified through strategies that extract a complexity premium.
- Many direct lending assets are floating rate, which can add protection against rising rates.
- Portfolios were resilient during the COVID dislocation due to liquidity injected into the economy; valuations are back to 2019 levels but the space remains crowded.
- Private credit performance varies across sub-asset class and underlying return drivers. On average, the asset class has generated net IRRs of 8% to 10% for trailing periods ended Sep. 30, 2021. Higher-risk strategies performed better than lower-risk strategies.

Fundraising in 2022 seasonally slow

- Private credit fundraising tapered off in 3Q20 due to COVID-related disruption but significantly rebounded in 4Q20 and 1H21; 1Q22 has been seasonally slow with fewer funds in the market but with larger fundraise targets.
- Fundraising in the first part of 2022 focused on diversifying strategies such as specialty finance, specialized industry lending, and non-sponsor/opportunistic lending.
- Traditional sponsor-backed strategies are coming to market with evergreen structures for which there is growing demand.
- There is continued strong PC fundraising activity from large credit shops as well as new offerings from traditional fixed income managers.

- Industry consolidation is in full swing with large traditional firms acquiring alternative credit managers, such as T. Rowe Price acquiring Oak Hill Advisors and Alliance Bernstein's acquisition of CarVal.

Private Credit Fundraising (\$bn)



Source: Preqin

Private Credit Performance (%) (Pooled Horizon IRRs through 9/30/21*)

Strategy	Quarter	1 Year	3 Years	5 Years	8 Years	10 Years	15 Years	20 Years
Senior Debt	1.1	11.3	6.9	7.9	7.4	7.4	7.5	7.5
Mezzanine	3.0	22.2	11.8	12.4	11.5	12.2	11.1	10.4
Credit Opportunities	2.1	21.7	7.0	8.8	7.5	9.9	9.0	9.9
Total Private Credit	2.1	19.6	8.1	9.4	8.4	10	9.3	9.8

Sources: Refinitiv/Cambridge

*Most recent data available at time of publication

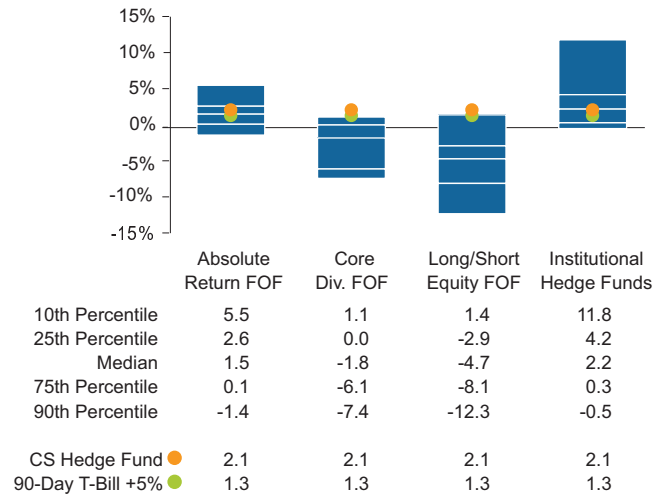
Market Volatility Tests Managers

HEDGE FUNDS/MACs | Joe McGuane

Global market volatility spiked during 1Q22 following Russia's invasion of Ukraine. The S&P 500 fell 4.6%, but was off more than 12% at its lowest point in the quarter. Despite the conflict in Europe, the Federal Reserve moved ahead with a 25 basis point increase in policy rates, its first since 2018. The U.S. Treasury 10-year yield rose by 70 bps to 2.33%. Hawkish monetary policy drove bond yields higher and prices lower.

Hedge funds ended the volatile quarter with mixed results. Equity managers with a focus on energy and industrials had a solid quarter but were not able to offset those with net long exposure to tech, media, and telecom (TMT), which was a drag on performance. Event-driven strategies also fell due to a higher weight to equities vs. credit to start off the year. Macro strategies soared, as commodities spiked. Relative value managers ended slightly higher, as they were able to profit off an increase in rate volatility.

Hedge Fund Style Group Returns



Sources: Callan, Credit Suisse, Federal Reserve

Callan Peer Group Median and Index Returns* for Periods Ended 3/31/22

Hedge Fund Universe	Quarter	1 Year	3 Years	5 Years	10 Years	15 Years
Callan Institutional Hedge Fund Peer Group	2.2	8.0	6.3	5.6	6.4	6.7
Callan Fund-of-Funds Peer Group	-1.3	1.2	6.0	5.1	5.1	4.1
Callan Absolute Return FOF Style	1.5	6.5	6.0	4.4	4.9	3.5
Callan Core Diversified FOF Style	-1.8	1.3	6.1	4.7	4.8	3.8
Callan Long/Short Equity FOF Style	-4.7	-2.8	6.6	6.0	5.5	4.9
BB GS Cross Asset Risk Premia 6% Vol Idx	0.6	0.0	-0.4	1.7	3.6	5.1
Credit Suisse Hedge Fund	2.1	7.5	7.3	5.5	4.7	4.2
CS Convertible Arbitrage	-2.5	1.0	6.0	4.4	3.9	3.9
CS Distressed	-0.2	5.6	5.0	4.1	4.7	3.9
CS Emerging Markets	-7.2	-4.9	4.7	4.6	4.6	4.1
CS Equity Market Neutral	-0.1	5.1	2.2	2.0	1.6	-1.3
CS Event-Driven Multi	-3.0	3.5	7.4	5.1	4.3	4.0
CS Fixed Income Arb	-1.0	2.0	3.9	3.8	4.2	3.6
CS Global Macro	16.2	23.9	13.4	8.8	5.8	6.6
CS Long/Short Equity	-3.3	2.3	6.3	5.8	5.6	4.6
CS Managed Futures	12.3	18.9	9.4	5.6	3.1	3.9
CS Multi-Strategy	3.1	8.0	6.6	5.1	6.0	5.1
CS Risk Arbitrage	-0.6	2.7	7.7	5.9	4.1	4.1
HFRI Fund Wtd Composite	0.1	5.3	8.2	7.0	6.9	6.8
90-Day T-Bill + 5%	1.3	5.1	5.8	6.1	5.6	5.8

*Net of fees. Sources: Bloomberg GSAM, Callan, Credit Suisse, Hedge Fund Research

Representing a raw collection of hedge funds reporting performance without implementation costs, the HFRI Fund-Weighted Composite Index lost 1.8% for 1Q. The median manager in the Callan Hedge Fund-of-Funds (FOF) Database Group detracted 1.3%, net of all fees. Serving as a proxy for large, broadly diversified hedge funds with low-beta exposure to equity markets, the median Callan Institutional Hedge Fund Peer Group manager rose 2.2%.

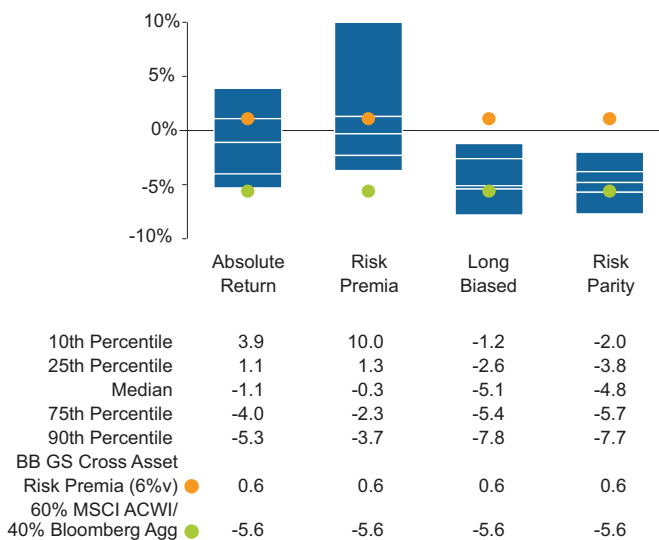
Within the HFRI indices, the best-performing strategy last quarter was Macro (+6.7%), aided by its exposure to commodities. Equity hedge strategies (-4.3%) had a difficult quarter, as those that were overweight to growth performed worse than those with a value bias.

Across the Callan Hedge FOF Database, the median Absolute Return FOF gained 1.5%, as a focus on lower beta strategies

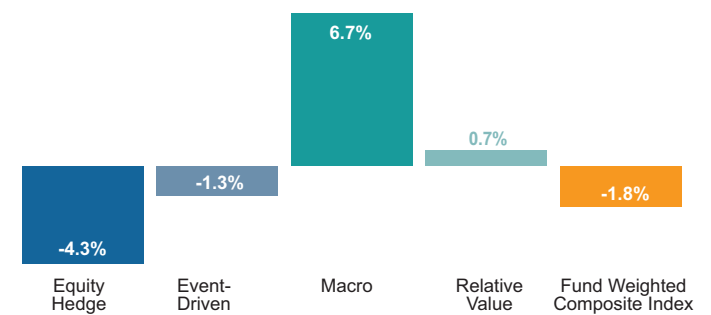
performed well. Meanwhile, the Callan Long-Short Equity FOF fell 4.7% as a growth bias was a drag on performance. The median Callan Core Diversified FOF declined 1.8%, as equity positioning and interest rate volatility offset macro outperformance.

Measuring the quarter's performance of alternative risk premia, the Bloomberg GSAM Risk Premia Index increased 0.6% based upon a 6% volatility target. Within Callan's database of liquid alternative solutions, the median managers of the Callan Multi-Asset Class (MAC) Style Groups generated negative returns for the quarter, gross of fees. The median Callan Long Biased MAC manager fell 5.1%, as exposure to equity and fixed income was a drag on performance. The Callan Risk Parity MAC index, which typically targets an equally risk-weighted allocation to the major asset classes with leverage, was down 4.8%. The Callan Risk Premia MAC held up the best, down 0.3%.

MAC Style Group Returns



HFRI Hedge Fund Strategy Returns



Source: HFRI

Sources: Bloomberg, Callan, Eurekahedge, S&P Dow Jones Indices

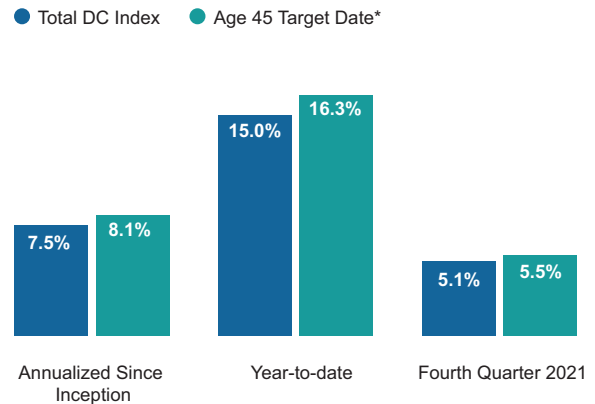
DC Index Bounces Back in 4Q

DEFINED CONTRIBUTION | Patrick Wisdom

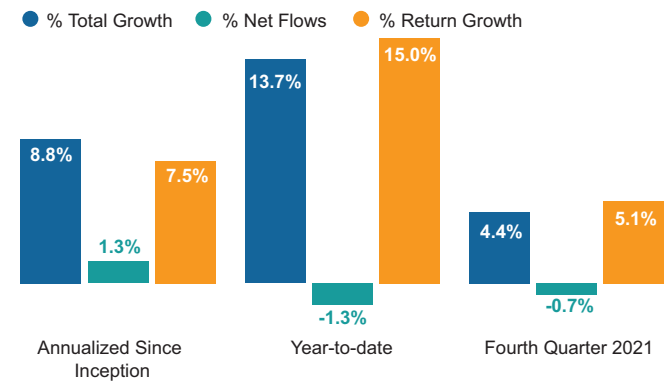
- The Callan DC Index™ gained 5.1% in 4Q21, rebounding from its 3Q21 decline (-0.4%).
- The Age 45 Target Date Fund (analogous to the 2040 vintage) had a slightly higher quarterly return (5.5%), attributable to its larger allocation to equity, which outperformed fixed income during the quarter.
- Balances within the DC Index rose by 4.4% after a 0.7% decline the previous quarter. Investment returns (5.1%) were the sole driver of the growth, offset by net flows (-0.7%).
- Target date funds received 77.9% of net inflows, the largest share for the fourth straight quarter.
- For the second straight quarter, real return/TIPS had larger-than-typical net inflows (+13.6%), indicating that participants may be looking to hedge inflation.
- In 4Q21, investors transferred assets out of less-risky asset classes, as stable value (-15.6%), U.S. fixed income (-8.2%), and money market (-3.4%) experienced net outflows.
- U.S. large cap (-40.4%) and U.S. small/mid cap (-10.4%) saw material net outflows. In contrast, global ex-U.S. equity (+5.1%) saw net inflows, while emerging market equity (+0.1%) experienced relatively little change.
- Turnover (net transfer activity levels within DC plans) in the DC Index remained at 0.19%, consistent with the 3Q level.
- The Index’s overall allocation to equity (72.8%) increased from the previous quarter’s level (72.2%), and is within reach of the high mark of 4Q07 (72.9%).
- U.S. large cap (27.7%) had the largest percentage increase in allocation from 3Q. The increase came despite net outflows, signaling that the relative outperformance of U.S. equity drove the higher overall allocations.
- U.S. fixed income (5.5%) experienced the largest percentage decrease in allocation.
- The prevalence of a balanced fund (44.1%) decreased to its lowest level since the inception of the Index in 2006.

The Callan DC Index is an equally weighted index tracking the cash flows and performance of over 100 plans, representing nearly \$300 billion in assets. The Index is updated quarterly and is available on Callan's website.

Investment Performance



Growth Sources



Net Cash Flow Analysis (4Q21)

(Top Two and Bottom Two Asset Gatherers)

Asset Class	Flows as % of Total Net Flows
Target Date Funds	77.9%
Real Return/TIPS	13.6%
Stable Value	-15.6%
U.S. Large Cap	-40.4%
Total Turnover**	0.19%

Data provided here is the most recent available at time of publication.

Source: Callan DC Index

Note: DC Index inception date is January 2006.

* The Age 45 Fund transitioned from the average 2035 TDF to the 2040 TDF in June 2018.

** Total Index "turnover" measures the percentage of total invested assets (transfers only, excluding contributions and withdrawals) that moved between asset classes.

Quarterly Highlights

The Callan Institute provides research to update clients on the latest industry trends and carefully structured educational programs to enhance the knowledge of industry professionals. Visit www.callan.com/research-library to see all of our publications, and www.callan.com/blog to view our blog. For more information contact Barb Gerraty at 415-274-3093 / institute@callan.com.

New Research from Callan's Experts

[Alternatives Focus: Outlook for Hedge Funds](#) | Joe McGuane analyzes hedge fund performance in 2021 and provides his outlook for the asset class in 2022.

[2022-2031 Capital Markets Assumptions](#) | A white paper detailing the process involved in creating our 2022-2031 Capital Markets Assumptions and the reasoning behind them. You can also view our interactive webpage and charticle featuring this year's assumptions.

[2022 Defined Contribution Trends Survey](#) | This survey provides extensive information for DC plan sponsors to use in improving and benchmarking their plans.

[Callan Periodic Table of Investment Returns & Collection](#) | The Periodic Table of Investment Returns depicts annual returns for key asset classes, ranked from best to worst performance for each calendar year. Expanding upon our Classic Periodic Table, the Collection offers additional versions focused on equity, fixed income, institutional investors, and alternatives such as real estate, private equity, and hedge funds. Other tables compare the performance of key indices to zero and to inflation.

Blog Highlights

[DOL Weighs in on Cryptocurrencies in DC Plans](#) | The U.S. Department of Labor issued a compliance assistance bulletin, which does not carry the force of law, regarding offering cryptocurrency investments in a defined contribution plan, with a number of stern warnings about the potential fiduciary challenges.

[Hedge Funds and Ukraine: A Guide for Institutional Investors](#) | This post provides an analysis of the performance of hedge funds through the end of February, categorized by strategy type, and how they have been grappling with the Ukraine crisis.

[Why It Was a Tough 4Q21 for Large Cap Growth Managers](#) |

With rising case counts stemming from the Omicron variant, and concerns about interest rates and inflation, volatility in the markets spiked in 4Q21. For large cap growth investment managers, pro-cyclical positioning generally hurt portfolios given those fears. More than 90% of large cap growth managers underperformed the benchmark for the quarter.

[Risky Business Update: Rising Inflation and Continued Uncertainty Challenge Investors](#) |

Using our proprietary Capital Markets Assumptions, we found that investors in 2022 needed to take on over five times as much risk as they did 30 years ago to earn the same nominal return.

Quarterly Periodicals

[Private Equity Trends, 4Q21](#) | A high-level summary of private equity activity in the quarter through all the investment stages

[Active vs. Passive Charts, 4Q21](#) | A comparison of active managers alongside relevant benchmarks over the long term

[Market Pulse Flipbook, 4Q21](#) | A quarterly market reference guide covering trends in the U.S. economy, developments for institutional investors, and the latest data on the capital markets

[Capital Markets Review, 4Q21](#) | Analysis and a broad overview of the economy and public and private market activity each quarter across a wide range of asset classes

[Hedge Fund Quarterly, 4Q21](#) | Commentary on developments for hedge funds and multi-asset class (MAC) strategies

[Real Assets Reporter, 4Q21](#) | A summary of market activity for real assets and private real estate during the quarter

Events

A complete list of all upcoming events can be found on our website: callan.com/events-education.

Please mark your calendar and look forward to upcoming invitations:

Research Café: How to Navigate Private Equity Fees and Terms (webinar)

May 11, 2022 at 9:30am PT

June Regional Workshop

June 7, 2022 – Atlanta

June 9, 2022 – Portland

For more information about events, please contact Barb Gerraty: 415-274-3093 / gerraty@callan.com

Education: By the Numbers

50+

Unique pieces of research the Institute generates each year

525

Attendees (on average) of the Institute's annual National Conference

3,700

Total attendees of the "Callan College" since 1994

Education

Founded in 1994, the "Callan College" offers educational sessions for industry professionals involved in the investment decision-making process.

Introduction to Investments

July 26-27, 2022 – San Francisco

September 20-22 – Virtual

This program familiarizes institutional investor trustees and staff and asset management advisers with basic investment theory, terminology, and practices. Our virtual session is held over three days with virtual modules of 2.5-3 hours, while the in-person session lasts one-and-a-half days. This course is designed for individuals with less than two years of experience with asset-management oversight and/or support responsibilities. Virtual tuition is \$950 per person and includes instruction and digital materials. In-person tuition is \$2,350 per person and includes instruction, all materials, breakfast and lunch on each day, and dinner on the first evening with the instructors.

Additional information including registration can be found at: callan.com/events/



"Research is the foundation of all we do at Callan, and sharing our best thinking with the investment community is our way of helping to foster dialogue to raise the bar across the industry."

Greg Allen, CEO and Chief Research Officer

Equity Market Indicators

The market indicators included in this report are regarded as measures of equity or fixed income performance results. The returns shown reflect both income and capital appreciation.

Russell 2000 Growth contains those Russell 2000 securities with a greater than average growth orientation. Securities in this index tend to exhibit higher price-to-book and price-earning ratios, lower dividend yields and higher forecasted growth values than the Value universe.

Russell 2000 Value contains those Russell 2000 securities with a less than average growth orientation. Securities in this index tend to exhibit lower price-to-book and price-earning ratios, higher dividend yields and lower forecasted growth values than the Growth universe.

Russell 3000 Index is a composite of 3,000 of the largest U.S. companies by market capitalization. The smallest company's market capitalization is roughly \$20 million and the largest is \$72.5 billion. The index is capitalization-weighted.

Russell Mid Cap Growth measures the performance of those Russell Mid Cap Companies with higher price-to-book ratios and higher forecasted growth values. The stocks are also members of the Russell 1000 Growth Index.

Russell MidCap Value Index The Russell MidCap Value index contains those Russell MidCap securities with a less than average growth orientation. Securities in this index tend to exhibit lower price-to-book and price-earnings ratio, higher dividend yields and lower forecasted growth values than the Growth universe.

Standard & Poor's 500 Index is designed to measure performance of the broad domestic economy through changes in the aggregate market value of 500 stocks representing all major industries. The index is capitalization-weighted, with each stock weighted by its proportion of the total market value of all 500 issues. Thus, larger companies have a greater effect on the index.

Fixed Income Market Indicators

Bloomberg Aggregate is a combination of the Mortgage Backed Securities Index and the intermediate and long-term components of the Government/Credit Bond Index.

International Equity Market Indicators

MSCI ACWI ex US Index The MSCI ACWI ex US(All Country World Index) Index is a free float-adjusted market capitalization weighted index that is designed to measure the equity market performance of developed and emerging markets, excluding the US. As of May 27, 2010 the MSCI ACWI consisted of 45 country indices comprising 24 developed and 21 emerging market country indices. The developed market country indices included are: Australia, Austria, Belgium, Canada, Denmark, Finland, France, Germany, Greece, Hong Kong, Ireland, Israel, Italy, Japan, Netherlands, New Zealand, Norway, Portugal, Singapore, Spain, Sweden, Switzerland, and the United Kingdom. The emerging market country indices included are: Brazil, Chile, China, Colombia, Czech Republic, Egypt, Hungary, India, Indonesia, Korea, Malaysia, Mexico, Morocco, Peru, Philippines, Poland, Russia, South Africa, Taiwan, Thailand, and Turkey.

Morgan Stanley Capital International (MSCI) EAFE Index is composed of approximately 1000 equity securities representing the stock exchanges of Europe, Australia, New Zealand and the Far East. The index is capitalization-weighted and is expressed in terms of U.S. dollars.

Real Estate Market Indicators

NCREIF Open Ended Diversified Core Equity The NFI-ODCE is an equally-weighted, net of fee, time-weighted return index with an inception date of December 31, 1977. Equally-weighting the funds shows what the results would be if all funds were treated equally, regardless of size. Open-end Funds are generally defined as infinite-life vehicles consisting of multiple investors who have the ability to enter or exit the fund on a periodic basis, subject to contribution and/or redemption requests, thereby providing a degree of potential investment liquidity. The term Diversified Core Equity style typically reflects lower risk investment strategies utilizing low leverage and generally represented by equity ownership positions in stable U.S. operating properties.

Callan Databases

In order to provide comparative investment results for use in evaluating a fund's performance, Callan gathers rate of return data from investment managers. These data are then grouped by type of assets managed and by the type of investment manager. Except for mutual funds, the results are for tax-exempt fund assets. The databases, excluding mutual funds, represent investment managers who handle over 80% of all tax-exempt fund assets.

Equity Funds

Equity funds concentrate their investments in common stocks and convertible securities. The funds included maintain well-diversified portfolios.

Core Equity - Mutual funds whose portfolio holdings and characteristics are similar to that of the broader market as represented by the Standard & Poor's 500 Index, with the objective of adding value over and above the index, typically from sector or issue selection. The core portfolio exhibits similar risk characteristics to the broad market as measured by low residual risk with Beta and R-Squared close to 1.00.

International Emerging Markets Equity - The International Emerging Market Equity Database consists of all separate account international equity products that concentrate on newly emerging second and third world countries in the regions of the Far East, Africa, Europe, and Central and South America.

Non-U.S. Equity A broad array of active managers who employ various strategies to invest assets in a well-diversified portfolio of non-U.S. equity securities. This group consists of all Core, Core Plus, Growth, and Value international products, as well as products using various mixtures of these strategies. Region-specific, index, emerging market, or small cap products are excluded.

Non-U.S. Equity Style Mutual Funds - Mutual funds that invest their assets only in non-U.S. equity securities but exclude regional and index funds.

Small Capitalization (Growth) - Mutual funds that invest in small capitalization companies that are expected to have above average prospects for long-term growth in earnings and profitability. Future growth prospects take precedence over valuation levels in the stock selection process. Invests in companies with P/E ratios, Price-to-Book values, and Growth-in-Earnings values above the broader market as well as the small capitalization market segment. The companies typically have zero dividends or dividend yields below the broader market. The securities exhibit greater volatility than the broader market as well as the small capitalization market segment as measured by the risk statistics beta and standard deviation.

Small Capitalization (Value) - Mutual funds that invest in small capitalization companies that are believed to be currently undervalued in the general market. Valuation issues take precedence over near-term earnings prospects in the stock selection process. The companies are expected to have a near-term earnings rebound and eventual realization of expected value. Invests in companies with P/E ratios, Return-on-Equity values, and Price-to-Book values below the broader market as well as the small capitalization market segment. The companies typically have dividend yields in the high range for the small capitalization market. Invests in securities with risk/reward profiles in the lower risk range of the small capitalization market.

Callan Databases

Fixed Income Funds

Fixed Income funds concentrate their investments in bonds, preferred stocks, and money market securities. The funds included maintain well-diversified portfolios.

Core Bond - Mutual Funds that construct portfolios to approximate the investment results of the Bloomberg Barclays Capital Government/Credit Bond Index or the Bloomberg Barclays Capital Aggregate Bond Index with a modest amount of variability in duration around the index. The objective is to achieve value added from sector and/or issue selection.

Core Bond - Managers who construct portfolios to approximate the investment results of the Bloomberg Barclays Capital Government/Credit Bond Index or the Bloomberg Barclays Capital Aggregate Bond Index with a modest amount of variability in duration around the index. The objective is to achieve value added from sector and/or issue selection.

Core Plus Bond - Active managers whose objective is to add value by tactically allocating significant portions of their portfolios among non-benchmark sectors (e.g. high yield corporate, non-US\$ bonds, etc.) while maintaining majority exposure similar to the broad market.

Real Estate Funds

Real estate funds consist of open or closed-end commingled funds. The returns are net of fees and represent the overall performance of commingled institutional capital invested in real estate properties.

Real Estate Open-End Commingled Funds - The Open-End Funds Database consists of all open-end commingled real estate funds.

Other Funds

Public - Total - consists of return and asset allocation information for public pension funds at the city, county and state level. The database is made up of Callan clients and non-clients.

List of Callan's Investment Manager Clients

Confidential – For Callan Client Use Only

Callan takes its fiduciary and disclosure responsibilities to clients very seriously. We recognize that there are numerous potential conflicts of interest encountered in the investment consulting industry, and that it is our responsibility to manage those conflicts effectively and in the best interest of our clients. At Callan, we employ a robust process to identify, manage, monitor, and disclose potential conflicts on an ongoing basis.

The list below is an important component of our conflicts management and disclosure process. It identifies those investment managers that pay Callan fees for educational, consulting, software, database, or reporting products and services. We update the list quarterly because we believe that our fund sponsor clients should know the investment managers that do business with Callan, particularly those investment manager clients that the fund sponsor clients may be using or considering using. Please note that if an investment manager receives a product or service on a complimentary basis (e.g., attending an educational event), they are not included in the list below. Callan is committed to ensuring that we do not consider an investment manager's business relationship with Callan, or lack thereof, in performing evaluations for or making suggestions or recommendations to its other clients. Please refer to Callan's ADV Part 2A for a more detailed description of the services and products that Callan makes available to investment manager clients through our Institutional Consulting Group, Independent Adviser Group, and Fund Sponsor Consulting Group. Due to the complex corporate and organizational ownership structures of many investment management firms, parent and affiliate firm relationships are not indicated on our list.

Fund sponsor clients may request a copy of the most currently available list at any time. Fund sponsor clients may also request specific information regarding the fees paid to Callan by particular fund manager clients. Per company policy, information requests regarding fees are handled exclusively by Callan's Compliance department.

Manager Name

abrdrn (Aberdeen Standard Investments)
Acadian Asset Management LLC
Adams Street Partners, LLC
AEGON USA Investment Management Inc.
AllianceBernstein
Allianz
Allspring Global Investments
American Century Investments
Amundi US, Inc.
Antares Capital LP
AQR Capital Management
Ares Management LLC
Ariel Investments, LLC
Aristotle Capital Management, LLC
Atlanta Capital Management Co., LLC
AXA Investment Managers
Baillie Gifford International, LLC
Baird Advisors

Manager Name

Barings LLC
Baron Capital Management, Inc.
Barrow, Hanley, Mewhinney & Strauss, LLC
BentallGreenOak
BlackRock
Blackstone Group (The)
BNY Mellon Asset Management
Boston Partners
Brandes Investment Partners, L.P.
Brandywine Global Investment Management, LLC
Brookfield Asset Management
Brown Brothers Harriman & Company
Burgundy Asset Management
Capital Group
Carillon Tower Advisers
CastleArk Management, LLC
Chartwell Investment Partners
ClearBridge Investments, LLC

Manager Name

Cohen & Steers Capital Management, Inc.

Columbia Threadneedle Investments North America

Comgest

Credit Suisse Asset Management, LLC

Crescent Capital Group LP

DePrince, Race & Zollo, Inc.

Dimensional Fund Advisors L.P.

Doubleline

Duff & Phelps Investment Management Co.

DWS

EARNEST Partners, LLC

Epoch Investment Partners, Inc.

Fayez Sarofim & Company

Federated Hermes, Inc.

Fidelity Institutional Asset Management

Fiera Capital Corporation

First Hawaiian Bank Wealth Management Division

First Sentier Investors

Fisher Investments

Franklin Templeton

Fred Alger Management, LLC

GAM (USA) Inc.

Garrett Investment Advisors, LLC

GlobeFlex Capital, L.P.

GoldenTree Asset Management, LP

Goldman Sachs

Golub Capital

Guggenheim Investments

GW&K Investment Management

Harbor Capital Group Trust

Hardman Johnston Global Advisors LLC

Heitman LLC

Hotchkis & Wiley Capital Management, LLC

Impax Asset Management LLC

Income Research + Management Inc.

Insight Investment

Intech Investment Management LLC

Intercontinental Real Estate Corporation

Invesco

J O Hambro Capital Management Limited

Manager Name

J.P. Morgan

Janus

Jennison Associates LLC

Jobs Peak Advisors

Jupiter Asset Management

KeyCorp

Lazard Asset Management

LGIM America

Lincoln National Corporation

Longview Partners

Loomis, Sayles & Company, L.P.

Lord Abbett & Company

LSV Asset Management

MacKay Shields LLC

Macquarie Asset Management

Manning & Napier Advisors, LLC

Manulife Investment Management

Marathon Asset Management, L.P.

McKinley Capital Management, LLC

Mellon

MetLife Investment Management

MFS Investment Management

MidFirst Bank

MLC Asset Management

Mondrian Investment Partners Limited

Montag & Caldwell, LLC

Morgan Stanley Investment Management

MUFG Union Bank, N.A.

Natixis Investment Managers

Neuberger Berman

Newton Investment Management

Ninety One North America, Inc.

Northern Trust Asset Management

Nuveen

P/E Investments

Pacific Investment Management Company

Pantheon Ventures

Parametric Portfolio Associates LLC

Partners Group (USA) Inc.

Pathway Capital Management, LP

Manager Name

Peregrine Capital Management, LLC

PFM Asset Management LLC

PGIM Fixed Income

PGIM Quantitative Solutions LLC

Pictet Asset Management

PineBridge Investments

Polen Capital Management, LLC

Principal Global Investors

Putnam Investments, LLC

RBC Global Asset Management

Regions Financial Corporation

Richard Bernstein Advisors LLC

Robeco Institutional Asset Management, US Inc.

Rothschild & Co. Asset Management US

S&P Dow Jones Indices

Schroder Investment Management North America Inc.

Segall Bryant & Hamill

SLC Management

Smith Graham & Co. Investment Advisors, L.P.

State Street Global Advisors

Strategic Global Advisors, LLC

Manager Name

T. Rowe Price Associates, Inc.

The TCW Group, Inc.

Thompson, Siegel & Walmsley LLC

Thornburg Investment Management, Inc.

Timberland Investment Resources, LLC

Tri-Star Trust Bank

UBS Asset Management

VanEck

Versus Capital Group

Victory Capital Management Inc.

Virtus Investment Partners, Inc.

Vontobel Asset Management

Voya

Vulcan Value Partners, LLC

Walter Scott & Partners Limited

WCM Investment Management

Wellington Management Company, LLP

Western Asset Management Company LLC

Westfield Capital Management Company, LP

William Blair & Company LLC

Comp Time
Pay out

ID	LN	Per	PD @	amount
1425	Barrett	15.5	\$30.83	\$477.87
1494	Benson-Martin	5	\$30.83	\$154.15
25	Bratton	32	\$30.83	\$986.56
28	Brown	19	\$30.83	\$585.77
1534	Cumbie	73	\$30.83	\$2,250.59
1395	Dominguez	30	\$30.83	\$924.90
60	DuVigneaud	5	\$30.83	\$154.15
62	Duncan	13	\$30.83	\$400.79
71	Fosse	94	\$30.83	\$2,898.02
72	Freeling	10	\$30.83	\$308.30
7	Haas	30	\$30.83	\$924.90
101	Inwood	11	\$30.83	\$339.13
1455	Jimenez	66	\$30.83	\$2,034.78
1502	Leavitt	104	\$30.83	\$3,206.32
22	Lucier	137	\$30.83	\$4,223.71
130	Martin	134	\$30.83	\$4,131.22
1526	Meuschke,J	46	\$30.83	\$1,418.18
271	Miller	15	\$30.83	\$462.45
1428	Moran	15	\$30.83	\$462.45
153	Newkirk	24	\$30.83	\$739.92
160	Olson	9	\$30.83	\$277.47
168	Plocher	14	\$30.83	\$431.62
1441	Porter	41	\$30.83	\$1,264.03
1465	Potter	37	\$30.83	\$1,140.71
1453	Rain	10	\$30.83	\$308.30
245	Renslow	3	\$30.83	\$92.49
272	Sluis	28	\$30.83	\$863.24
198	Sosnovec	2	\$30.83	\$61.66
1454	Stump	13	\$30.83	\$400.79
1482	West	125	\$30.83	\$3,853.75
1530	Yanez	38	\$30.83	\$1,171.54

1160.5 Periods \$35,778.22

Comp Time
Pay out

LN		Hours	\$ Per hr	amount
30	Buch	58.5	\$36.72	\$2,148.12
78	No Gold	102.75	\$31.36	\$3,222.24
275	Johnston	4	\$26.29	\$105.16
123	LePaule	6	\$19.95	\$119.70
124	Leung	4	\$28.97	\$115.88
285	Loomis	101.75	\$20.74	\$2,110.30
115	Meyer-Lance	5	\$31.95	\$159.75
144	Moore	18.02	\$45.79	\$825.14
158	O'Grady	4	\$28.97	\$115.88
173	Price, D	68.75	\$27.29	\$1,876.19
1508	Smithyman	3	\$21.99	\$65.97
1214	Starkweather	43.3	\$26.31	\$1,139.22
210	Sullivan	9.5	\$30.72	\$291.84
1538	White	4	\$19.18	\$76.72

432.57 hours \$12,372.10

Gross \$48,150.32



2021-2022 Quarterly Report on Williams Uniform Complaints

[Education Code § 35186]

District: Mendocino Unified School District

Person completing this form: Erin Placido

Quarterly Report Submission Date: (check one)

- October 2021 (July, Aug, Sept 2021) 1st Quarter
- January 2022 (Oct, Nov, Dec 2021) 2nd Quarter
- April 2022 (Jan, Feb, March 2022) 3rd Quarter
- July 2022 (April, May, June 2022) 4th Quarter

Date for information to be reported publicly at governing board meeting: 8/24/22

Please check the box that applies:

- No complaints were filed with any school in the district during the quarter indicated above.
- Complaints were filed with schools in the district during the quarter indicated above. The following chart summarizes the nature and resolution of these complaints.

Textbooks and Instructional Materials	0		
Teacher Vacancy or Misassignment	0		
Facilities Conditions	0		
TOTALS	0		

Jason Morse 8/24/22
 Name of Superintendent Date

 8/24/22
 Signature of Superintendent Date

Forwarded a copy of this completed report to the County Board of Education, Attn: Veronica Bazor



2240 Old River Road
Ukiah, CA 95482-6156

Ph. (707) 467-5001
Fax (707) 462-0379

MICHELLE HUTCHINS
Superintendent of Schools

SERVICE

EXCELLENCE

INNOVATION

TEAMWORK

July 11, 2022

Members, Board of Trustees
Mendocino Unified School District
P.O. Box 1154
Mendocino, California 95460

Dear President and Members of the Board:

Thank you for providing us with a copy of the public disclosure forms as required by AB 1200, AB 2756, and Government code 3547.5 relating to the proposed agreement with Mendocino Teachers Association (MTA), Classified Employees Mendocino Unified (CEMUS) and management members for the period July 1, 2022 through June 30, 2023. We have completed our review, in accordance with our fiscal oversight responsibilities, and are providing the following comments.

The district and CEMUS agree to extend the hourly salary schedule from step 11 plus longevity to a 15-step salary schedule that removes longevity altogether. In addition, the 4% education-increment salary schedule will be discontinued, and instead paid "in addition" to the regular hourly salary schedule. This will allow the district to comply with the PERS retirement reporting. The projected cost of this settlement is minimal during the 2022-23 year.

The proposed agreements provide for a 5% increase to all groups on the salary schedules. In addition, the CEMUS agreed to move all custodians from range 30 to range 32. Lastly, a new Speech Language Pathologist (SLP) salary schedule was developed that will separate this group from the MTA unit. These changes will remain in effect until June 30, 2023, when both parties expect to have settled negotiations in February 2023. The projected combined cost of the settlements for the 2022-23 year is \$516,476.

The proposed settlement provides us another opportunity to look at MUSD's multi-year projection (MYP) of the current plus two subsequent years. As presented, the MYP indicates the district is able to meet the state mandated 4% Reserve for Economic Uncertainty (REU) in all years. However, in the final year of the projection, MUSD meets the mandated requirement, but draws down the combined total of the General Fund Special Reserve Fund 17 from \$3,099,730 to \$616,643 leaving about 19.8% of the beginning balance, which means that the district plans to spend down most of its reserves to meet ongoing operations over the multi-year period.

As always, we recommend districts proceed with caution when considering the addition of ongoing expenditures to the annual budget. As you know, reserves provide a safety net that

allows a district to meet its obligations and acts as a buffer during economic downturns. Once used, reserves are only replaced by purposeful action of the district.

We value this opportunity to comment on your proposed agreements, and would like to thank your business office for preparing the document as required by law. If you have any questions, please feel free to call Michelle Ebert, Director of External Fiscal Services, at (707) 467-5043.

Sincerely,



Marilyn Tiriboyi
Assistant Superintendent of Business Services

cc: Jason Morse, District Superintendent, MUSD
Meg Kailikole, Business Manager, MUSD
Kim Kern, Deputy Superintendent of Educational Services, MCOE
Michelle Ebert, Director of External Fiscal Services, MCOE
Melissa Dale, Accountant, MCOE

Students

Transgender and Nonconforming Students

Purpose

California law and Mendocino Unified School District policy require that all programs, activities, and employment practices be free from discrimination based on age; gender, gender identity or expression, or genetic information; sex, actual or potential parental, family, or marital status that treats students differently on the basis of sex; race, color, religion, ancestry, national origin, ethnic group identification, physical or mental disability, sexual orientation, immigration status; the perception of one or more of such characteristics; or association with a person or group with one or more of these actual or perceived characteristics. This policy is designed in keeping with these mandates to create a safe learning environment for all students and to ensure that every student has equal access to all school programs and activities.

This policy sets out guidelines for schools and district staff to address the needs of transgender and gender nonconforming students and clarifies how state law should be implemented in situations where questions may arise about how to protect the legal rights or safety of such students. This policy does not anticipate every situation that might occur with transgender or gender nonconforming students, and the needs of each transgender or gender nonconforming student must be assessed on a case-by-case basis. In all cases, the goal is to ensure the safety, comfort, and healthy development of the transgender or gender nonconforming student while maximizing the student's social integration and minimizing stigmatization of the student.

Definitions

The definitions provided here are not intended to label students but rather to assist in understanding this policy and the legal obligations of the district staff. Students might or might not use these terms to describe themselves.

* "Gender identity" is a person's deeply held sense or psychological knowledge of their own gender, regardless of the gender they were assigned at birth. Everyone has a gender identity.

* "Transgender" describes people whose gender identity is different from their gender assigned at birth.

* "Gender expression" refers to the way a person expresses gender, such as clothing, hairstyles, activities, or mannerisms.

* "Gender nonconforming" describes people whose gender expression differs from stereotypical expectations, such as "feminine" boys, "masculine" girls, and those who are perceived as androgynous.

Privacy

All persons, including students, have a right to privacy. This includes the right to keep private one's transgender status or gender nonconforming presentation at school. Information about a student's transgender status, legal name, or gender assigned at birth also may constitute confidential medical information. School personnel should not disclose information that may reveal a student's transgender status or gender nonconforming presentation to others, including parents and other school personnel, unless legally required to do so or unless the student has authorized such disclosure. Transgender and gender nonconforming students have the right to discuss and express their gender identity and expression openly and to decide when, with whom, and how much to share private information.

When contacting the parent or guardian of a transgender or gender nonconforming student, school personnel should use the student's legal name and the pronoun corresponding to the student's gender assigned at birth unless the student, parent, or guardian has specified otherwise.

Official Records

The Mendocino Unified School District is required to maintain a mandatory permanent pupil record ("official record") that includes a student's legal name and legal gender. However, the Mendocino Unified School District is not required to use a student's legal name and gender on other school records or documents. The district will change a student's official record to reflect a change in legal name or legal gender upon receipt of documentation that such change has been made pursuant to a court order. In situations where school staff or administrators are required by law to use or to report a transgender student's legal name or gender, such as for purposes of standardized testing, school staff and administrator's shall adopt practices to avoid the inadvertent disclosure of such confidential information.

Names/Pronouns

A student has the right to be addressed by a name and pronoun that corresponds to the student's gender identity. A court-ordered name or gender change is not required, and the student need not change his or her official records.

The intentional or persistent refusal to respect a student's gender identity (for example, intentionally referring to the student by a name or pronoun that does not correspond to the student's gender identity) is a violation of this policy.

Gender-Segregated Activities

To the extent possible, schools should reduce or eliminate the practice of segregating students by gender. In situations where students are segregated by gender, such as for health education classes, students should be included in the group that corresponds to their gender identity.

Student Information Systems

The Mendocino Unified School District will modify its student information to prevent disclosure of confidential information and ensure that school personnel use a student's preferred name and pronoun consistent with the student's gender identity.

Restroom Accessibility

Students shall have access to the restroom that corresponds to their gender identity consistently asserted at school. Any student who has a need or desire for increased privacy, regardless of the underlying reason, should be provided access to a single stall restroom, but no student shall be required to use such a restroom.

Locker Room Accessibility

The use of locker rooms by transgender students shall be assessed on a case-by-case basis with the goals of maximizing the student's social integration and equal opportunity to participate in physical education classes and sports, ensuring the student's safety and comfort, and minimizing stigmatization of the student. In most cases, transgender students should have access to the locker room that corresponds to their gender identity consistently asserted at school. Any student who has a need or desire for increased privacy, regardless of the underlying reason, should be provided with a reasonable alternative changing area such as the use of a private area (e.g., a nearby restroom stall with a door, an area separated by a curtain, a P.E. instructor's office in the locker room, or nearby health office restroom), or with a separate changing schedule (e.g., using the locker room that corresponds to their gender identity before or after other students). Any alternative arrangement should be provided in a way that protects the student's ability to keep his or her transgender status confidential. In no case shall a transgender student be required to use a locker room that conflicts with the student's gender identity.

Physical Education Classes & Intramural Sports

Transgender and gender nonconforming students shall be permitted to participate in physical education classes and intramural sports in a manner consistent with their gender identity.

Interscholastic Competitive Sports Teams

Transgender and gender nonconforming students shall be permitted to participate in interscholastic athletics in a manner consistent with their gender identity.

(cf. [0410](#) Discrimination District Programs)

(cf. [6145.2](#) Athletic Competition)

(cf. [6145](#) Extracurricular and Cocurricular Activities)

(cf. [6145.2](#) Student Organizations and Equal Access)

Dress Code

Transgender and gender nonconforming students have the right to dress in a manner consistent with their gender identity or gender expression. In general, schools may not adopt dress codes that restrict student's clothing or appearance on the basis of gender.

(cf. [5132](#) Dress & Grooming)

Discrimination/Harassment

It is the responsibility of each school and the Mendocino Unified School District to ensure that transgender and gender nonconforming students have a safe school environment. This includes ensuring that any incident of discrimination, harassment, or violence is given immediate attention, including investigating the incident, taking appropriate corrective action, and providing students and staff with appropriate resources. Complaints alleging discrimination or harassment based on a person's actual or perceived transgender status or gender nonconformity are to be handled in the same manner as other discrimination or harassment complaints. (See the "Assistance" Sections of this policy for further information regarding the filing of discrimination or harassment complaints.)

(cf. [4119.11/4219.11/4319.11](#) - Sexual Harassment)

(cf. [5145.3](#) Nondiscrimination/Harassment)

(cf. [1312.3](#) - Uniform Complaint Procedure)

(cf. [5131.2](#) Bullying)

(cf. [0450](#) Comprehensive Safety Plan)

Transferring a Student to Another School (Voluntary Transfers)

In general, schools should aim to keep transgender and gender nonconforming students at the original school site. Voluntary transfers should not be a school's first response to harassment and should be considered only when necessary for the protection or personal welfare of the transferred student, or when requested by the student or the student's parent. The student or the student's parent or guardian must consent to any such transfer.

(cf. [5116.1](#) Intradistrict Open Enrollment)

Assistance

Complaints about violations of this policy should be handled through the district's uniform complaint procedure. (5 CCR 4600-4687)

(cf. [1312.3](#) - Uniform Complaint Procedure)

The board of trustees designates the following compliance officer to receive and investigate complaints and to ensure district compliance with the law:

Superintendent Jason Morse
44141 Little Lake Road
Mendocino, CA 95460
(707) 937-5868

Legal Reference:

EDUCATION CODE

200-262.4 Prohibition of discrimination on the basis of sex

32282 Comprehensive school safe plans

48900, 48900.2, 48900.3, 48900.4 Grounds for suspension or expulsion; sexual harassment, hate violence, threats, or intimidation

49020-49023 Athletic programs; legislative intent, equal opportunity, apportionment, prohibited sex discrimination

GOVERNMENT CODE

11135 Discrimination

12900-12996 Fair Employment and Housing Act, especially:

12940 Prohibited discrimination

CODE OF REGULATIONS, TITLE 5

4900-4965 Nondiscrimination in elementary and secondary education programs receiving state financial assistance

UNITED STATES CODE, TITLE 42

2000d-2000d-7 Title VI, Civil Rights Act of 1964

2000e-2000e-17 Title VII, Civil Rights Act of 1964, as amended

2000h-2000h-6 Title IX, 1972 Education Act Amendments

Management Resources:

OFFICE OF CIVIL RIGHTS AND NATIONAL ASSOCIATION OF ATTORNEYS GENERAL

Protecting Students from Harassment and Hate Crime, January, 1999

WEB SITES

U.S. Department of Education, Office of Civil Rights:

<http://www.ed.gov/about/offices/list/ocr/index.html>



Mendocino Unified School District

**BOND MEASURE
IMPROVEMENT BOND
PROGRAM
PHASE ONE PROJECT**

**Monthly Progress Report
August 2022**

Prepared By

**Alameida
Architecture**

555 South Main Street, Suite 2
Sebastopol, California 95472
(707) 824-1219
www.alameida.com

Team Members

Mendocino Unified School Board of Trustees

Windspirit Aum, Board President, Albion

Michael Schaeffer, Board Clerk, Comptche

Jim Gay, Board Member, Elk

Jessica Grinberg, Board Member, Mendocino

Mark Morton, Board Member, Caspar

Superintendent

Jason Morse

District Architect

Quattrocchi & Kwok Architects

General Contractor

Lathrop Construction Associates Inc.

District Construction Manager

Donald Alameida, Alameida Architecture

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SCHEDULED BOND SALES

Series	Sale Amount	Sale
Series A	\$ 17,000,000	2019
Series B	\$ 13,847,127	2022
Series C	\$ Canceled	-



Budget

M.U.S.D. PHASE ONE PROJECT

Source of Funds:

Source Code:	Series A Bond (less issuance cost)	Available 18,884,464
	Interest to date	119,912
	Issuance cost and Interest paid	(2,023,645)
	State Bonds	-
		30,827,859

Description	Budget	Expended To Date	Remaining Balance	Forecast	Surplus (Shortfall)
Design and Planning	2,111,915	1,516,146	594,952	2,112,920	-1,005
Bidding, Permitting, Misc.	140,000	132,477	7,523	171,077	-31,077
Construction	14,591,362	2,726,954	11,864,408	14,591,362	0
8% Owners Contingency	1,104,000	0	1,104,000	556,420	547,580
Construction Support	441,774	398,928	42,846	522,153	-80,379
Fixtures & furniture	250,000	0	250,000	250,000	0
Reserve	0	0	0	0	0
Totals	18,639,051	4,774,504	13,863,730	18,203,931	435,119
Available vs. budgeted	12,188,808	<i>assumes 100% contingency expended</i>			
<i>soft cost vs. hard cost</i>	<i>26.03%</i>				

Funding Status

AVAILABLE FUNDS	PROJECTED FUND BALANCE @ % CONTINGENCY EXPENDED				
	0%	1%	5%	8%	
Series A bonds	30,827,859	13,292,808	13,146,894	12,563,240	12,188,808

Schedule

	Planned	Actual	Schedule Status
Design and Planning	Nov. 2019 - Sept 2021	Sept. 2021	On schedule
Permitting and PH-1 GMP	September 2021	Nov. 15, 2021	
Construction	Oct. 2021 - Dec. 2022		
Completion	December 16, 2022		

Overall Project Status

Line boring for future Phase 2 electrical scheduled this week. Electrical gear reportedly shipped June 1st. P.G.&E power change over tentatively planned for June 29th. Meanwhile site lighting installation to commence. Fluid applied waterproofing of walls just begun and roofing continues.

Potential Issues:

Electrical service installation issue may subside once temp power switchover.

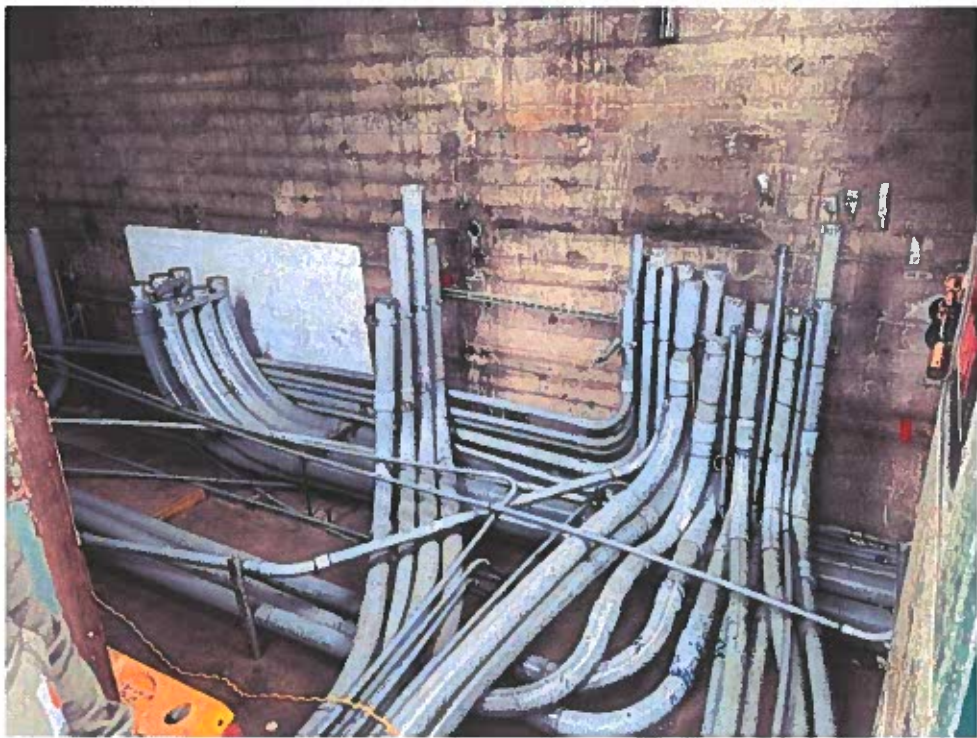
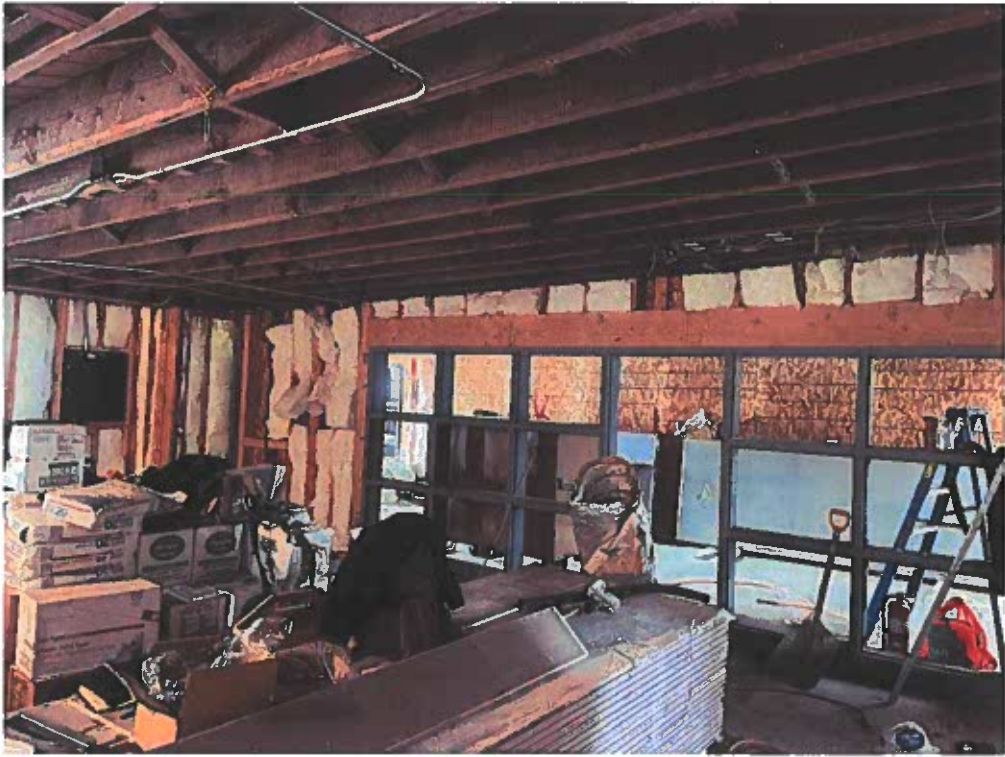
Installation of the seismic hold-downs seems to be resolved, some installed and tested.

Next Steps

Continue toward closing in building so drywall and other finishes may proceed.

PROGRESS PHOTOGRAPHS





COST CHANGE EVENTS



QUATTROCCHI KWOK
ARCHITECTS
Main Office

Printed on Wed Aug 10, 2022 at 09:08 am PDT
Job #: 1819.00 Mendocino HS -Main Bldg Modernization
10700 Ford Street
Mendocino, California 95460
17079375871

Change Events Line Items

Budget Code	Description	Vendor	Contract	Revenue			Cost				Budget Modification		
				ROM	Prime PCO	Latest Price	ROM	RFQ	Commitment	Latest Cost		Over / Under	
CE #037.1	Omit Heat Detectors in Sprinkler Protected Attic Spaces			\$0.00	\$0.00	\$0.00	-\$1,396.34	\$0.00	-\$1,396.34	\$0.00	\$0.00	\$1,396.34	\$0.00
	PCO #037.1			\$0.00	\$0.00	\$0.00	-\$1,396.34	\$0.00	-\$1,396.34	\$0.00	\$0.00	\$1,396.34	\$0.00
CE #039	Security Wire to Door Frame Contacts			\$1,311.60	\$1,311.60	\$1,311.60	\$1,311.60	\$1,311.60	\$1,311.60	\$0.00	\$0.00	\$0.00	\$0.00
	PCO #039			\$1,311.60	\$1,311.60	\$1,311.60	\$1,311.60	\$1,311.60	\$1,311.60	\$0.00	\$0.00	\$0.00	\$0.00
CE #038	EV Parking Underground Infrastructure Updates			\$973.94	\$973.94	\$973.94	\$973.94	\$973.94	\$973.94	\$0.00	\$0.00	\$0.00	\$0.00
	PCO #038			\$973.94	\$973.94	\$973.94	\$973.94	\$973.94	\$973.94	\$0.00	\$0.00	\$0.00	\$0.00
CE #037	Omit Heat Detectors in Sprinkler Protected Attic Spaces			\$0.00	\$0.00	\$0.00	-\$1,242.34	\$0.00	-\$1,242.34	\$0.00	\$0.00	\$1,242.34	\$0.00
	PCO #037			\$0.00	\$0.00	\$0.00	-\$1,242.34	\$0.00	-\$1,242.34	\$0.00	\$0.00	\$1,242.34	\$0.00
CE #036	Light Fixtures & Receptacles in Attic Above Admin Area			\$8,102.72	\$8,102.72	\$8,102.72	\$8,102.72	\$8,102.72	\$8,102.72	\$0.00	\$0.00	\$0.00	\$0.00
	PCO #036			\$8,102.72	\$8,102.72	\$8,102.72	\$8,102.72	\$8,102.72	\$8,102.72	\$0.00	\$0.00	\$0.00	\$0.00
CE #034	Add Roof Drains to Low Roof			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
				\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
CE #035	Provisions for Future MDF Relocation (RFP #6.1)			\$14,559.55	\$14,559.55	\$14,559.55	\$14,559.55	\$14,559.55	\$14,559.55	\$0.00	\$0.00	\$0.00	\$0.00
	PCO #35			\$14,559.55	\$14,559.55	\$14,559.55	\$14,559.55	\$14,559.55	\$14,559.55	\$0.00	\$0.00	\$0.00	\$0.00
CE #033	T&M Repair of Existing Damaged Framing (March 2022)			\$12,252.77	\$12,252.77	\$12,252.77	\$12,252.77	\$12,252.77	\$12,252.77	\$0.00	\$0.00	\$0.00	\$0.00
	PCO #33			\$12,252.77	\$12,252.77	\$12,252.77	\$12,252.77	\$12,252.77	\$12,252.77	\$0.00	\$0.00	\$0.00	\$0.00
CE #032	Light Fixture & Receptacle in Attic Above Corridor A142			\$5,026.84	\$5,026.84	\$5,026.84	\$5,026.84	\$5,026.84	\$5,026.84	\$0.00	\$0.00	\$0.00	\$0.00
	PCO #032			\$5,026.84	\$5,026.84	\$5,026.84	\$5,026.84	\$5,026.84	\$5,026.84	\$0.00	\$0.00	\$0.00	\$0.00
CE #031	Additional Rough-in for Security System (ASI #8.1)			\$8,017.09	\$8,017.09	\$8,017.09	\$8,017.09	\$8,017.09	\$8,017.09	\$0.00	\$0.00	\$0.00	\$0.00
	PCO #031			\$8,017.09	\$8,017.09	\$8,017.09	\$8,017.09	\$8,017.09	\$8,017.09	\$0.00	\$0.00	\$0.00	\$0.00
CE #030	Revise Type of Flagpole (ASI #21)			-\$2,690.00	-\$2,690.00	-\$2,690.00	-\$2,690.00	-\$2,690.00	-\$2,690.00	\$0.00	\$0.00	\$0.00	\$0.00
	PCO #30			-\$2,690.00	-\$2,690.00	-\$2,690.00	-\$2,690.00	-\$2,690.00	-\$2,690.00	\$0.00	\$0.00	\$0.00	\$0.00
CE #029	Drywall at Roof Rafters in Library Addition Area			\$12,836.28	\$12,836.28	\$12,836.28	\$12,836.28	\$12,836.28	\$12,836.28	\$0.00	\$0.00	\$0.00	\$0.00
	PCO #029			\$12,836.28	\$12,836.28	\$12,836.28	\$12,836.28	\$12,836.28	\$12,836.28	\$0.00	\$0.00	\$0.00	\$0.00
CE #028	Repair Leak & Investigate Existing Underground Water System			\$5,466.78	\$5,466.78	\$5,466.78	\$5,466.78	\$5,466.78	\$5,466.78	\$0.00	\$0.00	\$0.00	\$0.00
				\$5,466.78	\$5,466.78	\$5,466.78	\$5,466.78	\$5,466.78	\$5,466.78	\$0.00	\$0.00	\$0.00	\$0.00



QUATTROCHI KWOK
ARCHITECTS
Main Office

Printed on Wed Aug 10, 2022 at 09:08 am PDT
Job #: 1.819.00 Mendocino HS - Main Bldg Modernization
10700 Ford Street
Mendocino, California 95460
17079375871

Budget Code	Description	Vendor	Contract	Revenue				Cost				Budget Modification	
				ROM	Prime PCO	Latest Price	ROM	RFQ	Commitment	Latest Cost	Over / Under		
	PCO #028			\$5,466.78	\$5,466.78	\$5,466.78	\$5,466.78	\$5,466.78				\$5,466.78	\$0.00
	CE #027 - Revised Exterior Light Fixture above West Exterior Door to Courtyard (RFI #157)			\$1,311.63	\$1,311.63	\$1,311.63	\$1,311.63	\$1,311.63	\$0.00	\$0.00	\$0.00	\$1,311.63	\$0.00
	PCO #027			\$1,311.63	\$1,311.63	\$1,311.63	\$1,311.63	\$1,311.63				\$1,311.63	\$0.00
	CE #026 - Re-Route Fire Sprinkler Piping on Roof & at Alcove (RFI #129)			\$16,501.01	\$16,501.01	\$16,501.01	\$16,501.01	\$16,501.01	\$0.00	\$0.00	\$0.00	\$16,501.01	\$0.00
	PCO #26			\$16,501.01	\$16,501.01	\$16,501.01	\$16,501.01	\$16,501.01				\$16,501.01	\$0.00
	CE #025 - Salvage of Water Tank Redwood and Demo of Remaining Water Tank (ALLOWANCE)			\$0.00	\$19,764.80	\$19,764.80	\$19,764.80	\$19,764.80	\$0.00	\$0.00	\$0.00	\$19,764.80	\$0.00
	PCO #25			\$0.00	\$19,764.80	\$19,764.80	\$19,764.80	\$19,764.80				\$19,764.80	\$0.00
	CE #024 - Added Trap Primer to Floor Drain in Room A100 (RFI #76)			\$3,045.46	\$3,045.46	\$3,045.46	\$3,045.46	\$3,045.46	\$0.00	\$0.00	\$0.00	\$3,045.46	\$0.00
	PCO #024			\$3,045.46	\$3,045.46	\$3,045.46	\$3,045.46	\$3,045.46				\$3,045.46	\$0.00
	CE #023 - Replace Fire Hydrant and Add Isolation Valve (RFP #2)			\$13,660.96	\$0.00	\$13,660.96	\$13,660.96	\$13,660.96	\$0.00	\$0.00	\$0.00	\$13,660.96	\$0.00
	PCO #23			\$13,660.96	\$0.00	\$13,660.96	\$13,660.96	\$13,660.96				\$13,660.96	\$0.00
	CE #022 - Add Double Detector Check Assembly at Site Fire Water Connection (RFI #131)			\$15,687.24	\$15,687.24	\$15,687.24	\$15,687.24	\$15,687.24	\$0.00	\$0.00	\$0.00	\$15,687.24	\$0.00
	PCO #22			\$15,687.24	\$15,687.24	\$15,687.24	\$15,687.24	\$15,687.24				\$15,687.24	\$0.00
	CE #021 - Route Domestic Water Lines on Roof (RFI #105)			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	PCO #21			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00				\$0.00	\$0.00
	CE #020 - Revised Luminaires in Rooms A117, A118, A119, A120, A122 & A123 (RFI #102)			\$7,206.40	\$7,206.40	\$7,206.40	\$7,206.40	\$7,206.40	\$0.00	\$0.00	\$0.00	\$7,206.40	\$0.00
	PCO #20	Lathrop Construction Associates, Inc.		\$7,206.40	\$7,206.40	\$7,206.40	\$7,206.40	\$7,206.40				\$7,206.40	\$0.00
	CE #019 - Delete Assisted Listening System			\$0.00	-\$7,186.47	-\$7,186.47	-\$7,186.47	-\$7,186.47	\$0.00	\$0.00	\$0.00	-\$7,186.47	\$0.00
	PCO #019			\$0.00	-\$7,186.47	-\$7,186.47	-\$7,186.47	-\$7,186.47				-\$7,186.47	\$0.00
	CE #018 - Second PG&E Trench Crossing at Kasten Street			\$6,877.92	\$6,877.92	\$6,877.92	\$6,877.92	\$6,877.92	\$0.00	\$0.00	\$0.00	\$6,877.92	\$0.00
	PCO #018			\$6,877.92	\$6,877.92	\$6,877.92	\$6,877.92	\$6,877.92				\$6,877.92	\$0.00
	CE #017 - Add Expansion Loops on Fire Sprinkler System Piping			\$14,774.45	\$14,774.45	\$14,774.45	\$14,774.45	\$14,774.45	\$0.00	\$0.00	\$0.00	\$14,774.45	\$0.00
	PCO #017			\$14,774.45	\$14,774.45	\$14,774.45	\$14,774.45	\$14,774.45				\$14,774.45	\$0.00
	CE #016 - Security System Provisions			\$33,769.37	\$33,769.37	\$33,769.37	\$33,769.37	\$33,769.37	\$0.00	\$0.00	\$0.00	\$33,769.37	\$0.00
	PCO #016			\$33,769.37	\$33,769.37	\$33,769.37	\$33,769.37	\$33,769.37				\$33,769.37	\$0.00



Budget Code	Description	Vendor	Contract	Revenue				Cost				Budget Modification	
				ROM	Prime PCO	Latest Price	ROM	RFQ	Commitment	Latest Cost	Over / Under		
CE #015 - A130	Remove & Replace Portion of SOG in Custodian Room			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
CE #014 - Addition	Remove & Replace Existing Damaged Shear Ply at Library			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
CE #013 - Waste Tank	Handling and Disposal of Liquids from Fuel Tank and Acid			\$20,997.58	\$20,997.58	\$20,997.58	\$20,997.58	\$0.00	\$0.00	\$20,997.58	\$0.00	\$20,997.58	\$0.00
PCO #013	Added Fire Sprinkler Heads to Ensure Adequate Coverage			\$2,450.40	\$2,450.40	\$2,450.40	\$2,450.40	\$0.00	\$0.00	\$2,450.40	\$0.00	\$2,450.40	\$0.00
PCO #012	Seating Alcoves in Corridor (ASI #004)			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
CE #010	Testing of Existing Plumbing in Bathrooms			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
CE #009	Plumbing Revisions to Existing Bathrooms			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
CE #008	Fire Alarm to the Community School			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
CE #007.1	Removal of Additional Layers of Drywall at Walls & Ceilings			\$12,037.86	\$12,037.86	\$12,037.86	\$12,037.86	\$0.00	\$0.00	\$12,037.86	\$0.00	\$12,037.86	\$0.00
PCO #007.1	Remove and Replace Perimeter Ceilings in 7 Rooms			\$19,768.08	\$19,768.08	\$19,768.08	\$19,768.08	\$0.00	\$0.00	\$19,768.08	\$0.00	\$19,768.08	\$0.00
PCO #006	Connection of Telephone Service to the Main Building			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
CE #005	Temporary Telephone Line to Gym Building Elevator			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
CE #003 - A117, A118 & A119	Removal & Replacement of Existing Slab-on-Grade in Rooms			\$17,356.72	\$17,356.72	\$17,356.72	\$17,356.72	\$0.00	\$0.00	\$17,356.72	\$0.00	\$17,356.72	\$0.00



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ARCHITECTS
Main Office

Printed on Wed Aug 10, 2022 at 09:08 am PDT

Job #: 1819.00 Mendocino HS -Main Bldg Modernization
10700 Ford Street
Mendocino, California 95460
17079375871

Budget Code	Description	Vendor	Contract	Revenue			Cost			Over / Under	Budget Modification	
				ROM	Prime PCO	Latest Price	ROM	RFQ	Commitment			Latest Cost
	PCO #003			\$17,356.72	\$17,356.72	\$17,356.72	\$17,356.72				\$0.00	
CE #002	- Salvage Boiler in lieu of Demo (RFP #001)			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
				\$0.00	\$0.00	\$0.00	\$0.00				\$0.00	
	CE #001 - Temporary Power Measures to the Main Building and to Panel DA in Gym			\$54,112.62	\$54,112.62	\$54,112.62	\$54,112.62	\$0.00	\$0.00	\$54,112.62	\$0.00	\$0.00
	PCO #001			\$54,112.62	\$54,112.62	\$54,112.62	\$54,112.62				\$0.00	

SCHEDULE STATUS

Activity ID	Activity Name	Original Duration	Remaining Duration	Actual Duration	Physical % Complete	Start	Finish	Lab Start	Lab Finish	Total Plan	2022	2023	
											Jan	Feb	Mar
NJNTB040	Mile-up Electrical Panels - Low Voltage	5	5	0	0%	19-Jul-22	25-Jul-22	07-Dec-22	13-Dec-22	98			
NJNT1000	Hang Gyprockboard on Walls	10	10	0	0%	06-Jun-22	17-Jun-22	14-Jun-22	23-Jun-22	6			
NJNT1010	Frame Gyprockboard Ceilings	10	10	0	0%	10-May-22	23-May-22	14-Jun-22	27-Jun-22	6			
NJNT1020	Fire Sprinkler Drops to Gyprockboard Ceilings	5	5	0	0%	24-May-22	31-May-22	13-Jun-22	13-Jun-22	9			
NJNT1030	HVAC Drops to Gyprockboard Ceilings	5	5	0	0%	24-May-22	31-May-22	13-Jun-22	13-Jun-22	9			
NJNT1040	Light Fixture Cans to Gyprockboard Ceilings	5	5	0	0%	24-May-22	31-May-22	13-Jun-22	13-Jun-22	9			
NJNT1050	Hang Gyprockboard Ceilings & Soffits	5	5	0	0%	01-Jun-22	07-Jun-22	14-Jun-22	20-Jun-22	9			
NJNT1500	Taper Top Finish Gyprockboard Walls & Ceilings	15	15	0	0%	13-Jun-22	01-Jul-22	21-Jun-22	12-Jul-22	6			
NJNT3000	Paint	10	10	0	0%	05-Jul-22	18-Jul-22	13-Jul-22	26-Jul-22	6			
NJNT3500	Grid for Suspended Ceilings	20	20	0	0%	19-Jul-22	15-Aug-22	27-Jul-22	23-Aug-22	6			
NJNT3510	Fire Sprinkler Drops to Ceiling Grid	15	15	0	0%	16-Aug-22	06-Sep-22	24-Aug-22	14-Sep-22	6			
NJNT3520	HVAC Drops to Ceiling Grid	15	15	0	0%	16-Aug-22	06-Sep-22	24-Aug-22	14-Sep-22	6			
NJNT3530	Light Fixtures to Ceiling Grid	15	15	0	0%	07-Sep-22	13-Sep-22	24-Aug-22	14-Sep-22	6			
NJNT3550	Drop Acoustical Tile in Ceiling Grid	5	5	0	0%	07-Sep-22	13-Sep-22	15-Sep-22	21-Sep-22	6			
NJNT4000	Casework, incl. Countertops	15	15	0	0%	16-Aug-22	08-Sep-22	29-Aug-22	19-Sep-22	9			
NJNT4010	Lab Casework, incl. Epoxy Resin Countertops	15	15	0	0%	18-Aug-22	08-Sep-22	27-Oct-22	27-Oct-22	35			
NJNT4300	Finish Casework - Sinks/Tim/Column Covers	5	5	0	0%	16-Aug-22	22-Aug-22	13-Oct-22	19-Oct-22	41			
NJNT4500	Sinks, incl. Trim at Casework	10	10	0	0%	23-Aug-22	06-Sep-22	04-Oct-22	17-Oct-22	29			
NJNT4570	Science Eyewash Shower Fixtures	2	2	0	0%	07-Sep-22	18-Sep-22	18-Oct-22	19-Oct-22	29			
NJNT4600	Fume Hood at Science Classroom	3	3	0	0%	16-Aug-22	18-Aug-22	17-Oct-22	19-Oct-22	43			
NJNT4700	Tackable Wall Panels	20	20	0	0%	01-Sep-22	23-Sep-22	15-Sep-22	12-Oct-22	9			
NJNT4710	Acoustical Wall Panels	10	10	0	0%	14-Sep-22	27-Sep-22	07-Nov-22	18-Nov-22	38			
NJNT5000	HVAC Controls Finish & Trim	1	1	0	0%	16-Aug-22	30-Aug-22	06-Oct-22	05-Oct-22	35			
NJNT5010	HVAC Controls Finish & Trim	10	10	0	0%	17-Aug-22	30-Aug-22	06-Oct-22	19-Oct-22	35			
NJNT5100	Electrical Trim - Power & Lighting	15	15	0	0%	14-Sep-22	04-Oct-22	22-Sep-22	12-Oct-22	6			
NJNT5110	Electrical Trim - Low Voltage	10	10	0	0%	28-Sep-22	11-Oct-22	06-Oct-22	19-Oct-22	6			
NJNT5500	Access Panels	3	3	0	0%	14-Sep-22	16-Sep-22	17-Oct-22	19-Oct-22	23			
NJNT5510	Interior Doors, incl. Hardware	5	5	0	0%	30-Sep-22	06-Oct-22	13-Oct-22	19-Oct-22	9			
NJNT5550	O.H. Ceiling Doors	3	3	0	0%	16-Aug-22	18-Aug-22	16-Nov-22	18-Nov-22	65			
NJNT5560	Sliding Folding Wall Door	1	1	0	0%	16-Aug-22	16-Aug-22	19-Oct-22	19-Oct-22	45			
NJNT6010	Backer Board on Walls of Toilet Rooms	3	3	0	0%	19-Jul-22	21-Jul-22	19-Oct-22	21-Oct-22	65			
NJNT6020	Epoxy Flooring at Toilet Rooms	5	5	0	0%	22-Jul-22	28-Jul-22	24-Oct-22	28-Oct-22	65			
NJNT6030	Ceramic Tile Walls at Toilet Rooms	5	5	0	0%	25-Aug-22	04-Aug-22	24-Oct-22	28-Oct-22	65			
NJNT6050	Paint Touch-Up at Toilet Rooms	2	2	0	0%	09-Aug-22	15-Aug-22	09-Nov-22	15-Nov-22	65			
NJNT6060	Plumbing Fixtures at Toilet Rooms	5	5	0	0%	16-Aug-22	17-Aug-22	16-Nov-22	17-Nov-22	65			
NJNT6070	Toilet Room Accessories at Toilet Rooms	2	2	0	0%	16-Aug-22	16-Aug-22	17-Nov-22	17-Nov-22	66			
NJNT6080	Final Clean at Toilet Rooms	1	1	0	0%	18-Aug-22	18-Aug-22	18-Nov-22	18-Nov-22	65			
NJNT6100	Clean Prep for Flooring Finishes	2	2	0	0%	12-Oct-22	13-Oct-22	20-Oct-22	21-Oct-22	6			
NJNT6005	Moisture Control for Floor Finishes	4	4	0	0%	14-Oct-22	19-Oct-22	24-Oct-22	27-Oct-22	6			
NJNT6010	Seal Concrete	5	5	0	0%	20-Oct-22	28-Oct-22	11-Nov-22	17-Nov-22	16			
NJNT6100	Vinyl Sheet Flooring at Science Classrooms	10	10	0	0%	20-Oct-22	02-Nov-22	28-Oct-22	10-Nov-22	6			
NJNT6110	Carpet	3	3	0	0%	20-Oct-22	24-Oct-22	06-Nov-22	10-Nov-22	13			
NJNT6120	Linoleum Flooring	10	10	0	0%	20-Oct-22	24-Oct-22	28-Oct-22	10-Nov-22	6			
NJNT6130	Linoleum School Loop	2	2	0	0%	01-Nov-22	02-Nov-22	17-Nov-22	18-Nov-22	12			
NJNT6160	Walk-Off Mats	5	5	0	0%	03-Nov-22	09-Nov-22	14-Nov-22	17-Nov-22	6			
NJNT6000	Display Boards	5	5	0	0%	14-Oct-22	20-Oct-22	14-Nov-22	18-Nov-22	21			
NJNT6010	AV Mounts & Brackets	3	3	0	0%	03-Nov-22	07-Nov-22	16-Nov-22	18-Nov-22	9			
NJNT6050	FEC's	1	1	0	0%	03-Nov-22	03-Nov-22	17-Nov-22	17-Nov-22	10			

Legend:

- Remaining Level of Effort
- Critical LOE
- Remaining Work
- Critical Remaining Work

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Report Created: 07-Mar-22 14:39

TASK filter: Work Not Finished

Activity ID	Activity Name	Original Duration	Remaining Duration	Actual Duration	Physical % Complete	Start	Finish	Sub-Start	Sub-Finish	Total Float	Oct	Nov	Dec	Jan	Feb	Mar
REXT1290	Parapet Caps	5	5	0	0%	28-Jun-22	05-Jul-22	17-Nov-22	23-Nov-22	100						
REXT1300	Set Post Roofing HVAC Roof Equipment	3	3	0	0%	16-Jun-22	20-Jun-22	06-Sep-22	08-Sep-22	56						
REXT1320	HVAC Piping at Roof	10	10	0	0%	21-Jun-22	05-Jul-22	09-Sep-22	22-Sep-22	56						
REXT1350	Plumbing Piping at Roof	5	5	0	0%	06-Jul-22	12-Jul-22	23-Sep-22	29-Sep-22	56						
REXT1360	Electrical Conduit at Roof	5	5	0	0%	06-Jul-22	12-Jul-22	23-Sep-22	29-Sep-22	56						
REXT1370	Plumbing Connections at HVAC Equipment	5	5	0	0%	13-Jul-22	19-Jul-22	30-Sep-22	06-Oct-22	56						
REXT1380	Electrical Connections at HVAC Equipment	5	5	0	0%	13-Jul-22	19-Jul-22	30-Sep-22	06-Oct-22	56						
REXT1390	Test & Bump Meters HVAC Equipment at Roof	3	3	0	0%	20-Jul-22	22-Jul-22	16-Nov-22	18-Nov-22	84						
REXT1400	Tube Skylights	5	5	0	0%	16-Jun-22	22-Jun-22	23-Sep-22	29-Sep-22	69						
REXT1410	Unit Skylights	5	5	0	0%	23-Jun-22	29-Jun-22	30-Sep-22	06-Oct-22	69						
REXT1420	Gutters at Shingle Roof	76	76	0	0%	12-Apr-22	02-Jun-22	22-Sep-22	23-Sep-22	80						
REXT1430	HVAC Exhaust Fans and Vents at Shingle Roof	5	5	0	0%	12-Apr-22	18-Apr-22	22-Sep-22	28-Sep-22	114						
REXT1420	Tube Skylights at Shingle Roof	5	5	0	0%	19-Apr-22	25-Apr-22	29-Sep-22	05-Oct-22	114						
REXT1430	Expansion Joints at Shingle/BLP Stairdown	5	5	0	0%	26-Apr-22	02-May-22	06-Oct-22	12-Oct-22	114						
REXT1440	Underlayment at Shingle Roof	10	10	0	0%	03-May-22	09-May-22	13-Oct-22	19-Oct-22	114						
REXT1450	Shingle Roof	10	10	0	0%	28-Jun-22	12-Jul-22	20-Oct-22	02-Nov-22	80						
REXT1460	Roof Flashings at Shingle Roof	5	5	0	0%	13-Jul-22	26-Jul-22	03-Nov-22	16-Nov-22	80						
Closeout		69	69	0	0%	27-Jul-22	02-Aug-22	17-Nov-22	23-Nov-22	80						
CLO1000	Test & Flush Fire Sprinkler System	2	2	0	0%	07-Sep-22	08-Sep-22	22-Nov-22	23-Nov-22	54						
CLO2000	Chlorinate Domestic Water System	2	2	0	0%	17-Nov-22	18-Nov-22	13-Dec-22	14-Dec-22	16						
CLO3000	Test and Balance HVAC System	3	3	0	0%	07-Oct-22	11-Oct-22	21-Nov-22	23-Nov-22	31						
CLO4000	Pre-Function Checkout - Power & Lighting System	5	5	0	0%	05-Oct-22	11-Oct-22	12-Dec-22	16-Dec-22	46						
CLO4100	Pre-Function Checkout - Fire Alarm System	3	3	0	0%	12-Oct-22	14-Oct-22	14-Dec-22	16-Dec-22	43						
CLO4200	Pre-Function Checkout - Communications	3	3	0	0%	12-Oct-22	14-Oct-22	14-Dec-22	16-Dec-22	43						
CLO6000	PFT for Plumbing Systems	2	2	0	0%	21-Nov-22	22-Nov-22	15-Dec-22	16-Dec-22	16						
CLO6100	PFT for HVAC Systems	2	2	0	0%	12-Oct-22	13-Oct-22	15-Dec-22	16-Dec-22	44						
CLO7000	Ready for Architects Review	0	0	0	0%		21-Nov-22		23-Nov-22	2						
CLO8000	Architects Review	5	5	0	0%	22-Nov-22	30-Nov-22	28-Nov-22	02-Dec-22	2						
CLO8500	Punch List	10	10	0	0%	01-Dec-22	14-Dec-22	05-Dec-22	16-Dec-22	2						
CLO9000	Final Completion	0	0	0	0%		14-Dec-22		16-Dec-22	2						

Parapet Caps
 Set Post Roofing HVAC Roof Equipment
 HVAC Piping at Roof
 Plumbing Piping at Roof
 Electrical Conduit at Roof
 Plumbing Connections at HVAC Equipment
 Electrical Connections at HVAC Equipment
 Test & Bump Meters HVAC Equipment at Roof
 Tube Skylights
 Unit Skylights
 Gutters at Shingle Roof
 HVAC Exhaust Fans and Vents at Shingle Roof
 Tube Skylights at Shingle Roof
 Expansion Joints at Shingle/BLP Stairdown
 Underlayment at Shingle Roof
 Shingle Roof
 Roof Flashings at Shingle Roof
 Test & Flush Fire Sprinkler System
 Chlorinate Domestic Water System
 Test and Balance HVAC System
 Pre-Function Checkout - Power & Lighting System
 Pre-Function Checkout - Fire Alarm System
 Pre-Function Checkout - Communications
 PFT for Plumbing Systems
 PFT for HVAC Systems
 Ready for Architects Review
 Architects Review
 Punch List
 Final Completion

Budget

M.U.S.D. PHASE TWO PROJECT

Source of Funds:

Source Code:	Series A Bond (less issuance cost)	-	Available
	developer fees	200,000	
	-	-	
	State Bonds	-	
			12,823,927

Description	Budget	Expended To Date	Remaining Balance	Forecast	Surplus (Shortfall)
Design and Planning	1,091,886	114,020	894,657	1,008,677	0
Bidding, Permitting, Misc.	0	0	0	0	0
Construction	9,577,988	0	9,577,988	9,280,265	0
Owners Contingency	478,899	0	478,899	478,899	0
Construction Support	470,000	5,600	444,400	470,000	0
Fixtures & furniture	0	0	0	0	0
Reserve	0	0	0	0	0
Totals	11,618,773	119,620	11,395,944	11,237,841	0

Available vs. budgeted **1,205,154** *assumes 100% contingency expended*
soft cost vs. hard cost **21.31%**

Funding Status

AVAILABLE FUNDS		PROJECTED FUND BALANCE @ % CONTINGENCY EXPENDED			
		0%	1%	5%	8%
Series A bonds	12,823,927	1,684,053	1,588,274	1,205,154	1,205,154

Schedule

	Planned	Actual	Schedule Status
Design and Planning		Jun-22	
Permitting and PH-2 GMP	1-Dec-22		
Construction	T.B.D.		
Completion	T.B.D.		

Overall Project Status

Finalized scope for Phase 2 determined at May 24th Board Meeting. New preliminary budget based on outcome. Schematic Design completed architect now may commence with Design Development.

Potential Issues:

None to Date

Next Steps

Have page-turner review for Schemantic Design and start Design Development

DETAILED BUDGET

M.U.S.D. PHASE ONE PROJECT

Final G.M.P.Budget		Available		Eligible
	Series A Bond (less issuance cost)		18,884,464	
	Series B Bond		13,847,127	
	Interest to date		119,912	
	Issuance cost and Interest paid		(2,023,645)	
	State Bonds			
			30,827,859	-

Description	Original Budget	Expended To Date	Remaining Balance	Forecast	Surplus (Shortfall)
Construction Total (LLB GMP)	13,910,498	7,259,230	6,651,268	13,910,498	-
Construction Contingency	1,104,000		1,104,000	556,420	547,580
Temporary Classroom Site (Lathrop)	450,000	391,408	58,592	450,000	-
Temporary Classroom (Mobile Modular)	115,864	162,545	(46,681)	162,545	(46,681)
PG&E Electric	70,000	40,730	29,270	70,000	-
Temp Construction Utility	45,000	15,708	29,292	45,000	-
Education and Telecommunications Technology	-	-	-	-	-
Fixtures and Furniture	250,000	-	250,000	250,000	-
California Dept of Education	10,000	-	10,000	10,000	-
C.D.E. Funding Consultant	6,000	9,666	(3,666)	9,666	(3,666)
DSA Permit Fees	125,000	86,400	38,600	125,000	-
County of Mendocino Fees	10,000	11,504	(1,504)	11,504	(1,504)
Facility Master Plan (QKA)	34,500	9,240	25,260	34,500	-
A / E Basic Services (QKA)	1,528,950	1,145,844	383,106	1,528,950	-
A / E Add Fire Sprinkler Engineer (QKA)	33,000	15,864	17,136	33,000	-
A / E Add Kitchen Consultant (QKA)	9,240	7,022	2,218	9,240	-
A / E Add Landscape Architect (QKA)	53,350	48,848	4,503	53,350	-
A / E Add Civil Engineer (QKA)	66,000	62,040	3,960	66,000	-
A / E Add AS BUILT (QKA)	6,600	6,590	10	6,600	-
A / E Add Energy consultant (QKA)	3,575	4,580	(1,005)	4,580	(1,005)
A / E Zero Net Energy/ Reclaim H2O (QKA)	101,400	83,215	18,185	101,400	-
A / E Temporary Classrooms design (QKA)	89,300	88,407	893	89,300	-

M.U.S.D. PHASE ONE PROJECT

Final G.M.P.Budget

	Available	Elgible
Series A Bond (less issuance cost)	18,884,464	
Series B Bond	13,847,127	
Interest to date	119,912	
Issuance cost and Interset paid	(2,023,645)	
State Bonds		
	30,827,859	-

Description	Original Budget	Expended To Date	Remaining Balance	Forecast	Surplus (Shortfall)
A / E reimbursables, Blueprinting (OKA)	25,000	18,721	6,279	25,000	-
Energy Consultant (Sage)	125,000	31,175	93,825	125,000	-
Project/Construction Management (A Arc)	120,000	111,100	8,900	120,000	-
C M reimbursement (A Arc)	-	-		-	-
Construction Inspector of Record (Morton site / NATS inplant)	199,800	111,425	88,375	199,800	-
Materials Testing and Inspection (Laco)	38,000	46,742	(8,742)	38,000	-
Survey, boundary (SHN)	18,000	23,565	(5,565)	18,000	-
Sewer line Inspection (Subtronic Corp.)	20,000	19,183		20,000	-
Geotechnical investigation (Brunsing)	14,800	40,544	(25,744)	40,544	(25,744)
CEQA Environmental Consultant (Rincon) & Archiological monitor	31,174	122,969	(91,795)	100,000	(68,826)
Haz. Mat. Abatement (with construction)	-	-	-	-	-
Haz. Mat.Oversight	15,000	5,274	9,726	5,274	9,726
Containers and Debris Boxes	5,000	2,400	2,600	5,000	-
Misc. legal notices etc.	5,000	34,573	(29,573)	34,573	(29,573)
Project Reserve	-			-	-
	18,639,051	10,016,512	8,621,721	18,258,743	380,308

Assumes 100% contingency expended

Projected Balance of funds on hand 12,569,116

M.U.S.D. PHASE TWO PROJECT

Schematic Design
Revised 6/9/22

	Available	Eligible
Series A Bond (less issuance cost)	-	
Series B Bond	12,623,927	
developer fees	200,000	

State Bonds

12,823,927

-

Description	Original Budget	Expended To Date	Remaining Balance	Forecast	Surplus (Shortfall)
Gymnasium & Tech Ctr. Construction	9,280,265	-	9,280,265	9,280,265	-
Industrial Arts Modernization Construction	-	-	-	-	
Community School Construction	297,723	-	297,723	-	
Construction Contingency	478,899		478,899	478,899	-
PG&E Electric	-	-	-	-	-
Education and Telecommunications Technology	-	-	-	-	-
Fixtures and Furniture	-	-	-	-	-
California Dept of Education	-	-	-	-	-
C.D.E. Funding Consultant	-	-	-	-	-
DSA Permit Fees	-	-	-	-	-
County of Mendocino Fees	-	-	-	-	-
Facility Master Plan (QKA)		-	-		-
A / E Basic Services Gym & tech (QKA)	955,527	114,020	841,507	955,527	-
A / E Basic Services Industrial Arts (QKA) (schematic design only)	36,105				
A / E Basic Services Community School (QKA) (schematic design only)	47,104				
A / E Add Fire Sprinkler Engineer (QKA)		-	-		-
A / E Add Kitchen Consultant (QKA)	7,050	-	7,050	7,050	-
A / E Add Landscape Architect (QKA)		-	-		-
A / E Add Civil Engineer (QKA)	19,800	-	19,800	19,800	-

M.U.S.D. PHASE TWO PROJECT

Available Eligible

Series A Bond (less issuance cost)

-

Schematic Design
Revised 6/9/22

Series B Bond
developer fees

12,623,927
200,000

State Bonds

12,823,927

-

Description	Original Budget	Expended To Date	Remaining Balance	Forecast	Surplus (Shortfall)
A / E Add Energy consultant (QKA)	8,700	-	8,700	8,700	-
A / E Elevator Consultant (QKA)	17,600	-	17,600	17,600	-
A / E reimbursables, Blueprinting (OKA)		-	-		-
Energy Consultant (Sage)		-	-		-
Project/Construction Management (A Arc)	120,000	5,600	114,400	120,000	-
C M reimbursement (A Arc)	20,000	-		20,000	-
Construction Inspector of Record (to be determined)	200,000	-	200,000	200,000	-
Materials Testing and Inspection (Laco)	40,000	-	40,000	40,000	-
Geotechnical investigation (Brunsing)		-	-	-	-
CEQA Environmental Consultant (Rincon)	90,000	-	90,000	90,000	-
Haz. Mat. Abatement (with construction)		-	-	-	-
Haz. Mat.Oversight		-	-		-
Containers and Debris Boxes			-		-
Misc. legal notices etc.		-	-	-	-
Project Reserve	-			-	-
	11,618,773	119,620	11,395,944	11,237,841	-

Projected Balance of funds on hand 1,586,086



State of California
 Commission on Teacher Credentialing
 Certification Division
 1900 Capitol Avenue
 Sacramento, CA 95811-4213

Email: credentials@ctc.ca.gov
 Website: www.ctc.ca.gov

VERIFICATION OF REQUIREMENTS For the Provisional Internship Permit

This form must be completed by the employing agency and submitted with each application for a Provisional Internship Permit.

Name of Applicant Erin Thomas

SSN _____

Name of Employing Agency Mendocino Unified

County/District/CDS Code _____

- Multiple Subject
- Single Subject - Specify subject(s): _____
- Education Specialist - Specify specialty area(s): _____

By submitting this form, the employing agency named above verifies that items 1-6 have been completed.

1. A diligent search has been conducted for a suitable credentialed teacher or qualified intern teacher by the following methods and verification of such recruitment efforts is attached:

Required recruitment methods (provide photocopies of **all** of the following 3 methods):

- Distributed job announcements
- Contacted college or university placement centers
- Advertised on the Internet

Optional recruitment methods (in addition to the required methods above):

- Advertised in professional journals
- Attended job fairs in California
- Attended recruitment out-of-state
- Contacted California teacher recruitment centers
- Advertised in local/national newspapers
- Other (explain) _____

2. The permit holder will be provided orientation, guidance and assistance during the valid period of the permit
3. Public notice of intent to employ the applicant in the identified position has been given and meets the following criteria (check the box that applies):

- Public School District**
 Public notice was presented as an action item on the governing board agenda and acted upon favorably. A copy of the agenda item is attached.

The agenda item included the applicant's name, assignment, including subject(s) grade level(s), school site, and a statement that the applicant will be employed on the basis of a Provisional Internship Permit.

County Offices of Education, Nonpublic Schools, Statewide Agencies, and Charter Schools

Public notice was posted at least 72 hours before the position was filled. A copy of the dated notice is attached.

Public notice included the applicant's name, assignment, including subject(s) grade level(s), school site, and a statement that the applicant will be employed on the basis of a Provisional Internship Permit.

Public notice included a signed statement from the superintendent or administrator confirming there were no objections to the issuance of the permit.

- 4. The permit holder will be provided assistance in developing a personalized plan through an agency-defined assessment that would lead to meeting subject matter competence related to the permit
- 5. The permit holder will be provided assistance to seek and enroll in subject matter training, such as workshops or seminars and site-based courses along with training in test-taking strategies and will assist the permit holder in meeting subject matter competence related to the permit
- 6. The candidate has been apprised of the steps required to earn a credential and enroll in an intern program

I understand that I must complete core academic area subject matter to enroll in an intern program for the Education Specialist Instruction Preliminary Credential (academic areas include art, English, foreign language, mathematics, music, science, social science, and multiple subjects)

Applicant Signature



Employing Agency Certification

This form must be signed by the District/County Superintendent, Personnel Administrator, NPS/NPA Administrator, or Designee.

I certify under penalty of perjury that the information provided on this form is true and correct.

Signature

Erin Placido

Title

Executive Asssistant to Superintendent

Date

8/24/22

Jason Morse

From: Fieldtech <fieldtech@mcn.org>
Sent: Monday, August 15, 2022 9:35 AM
To: Jason Morse
Cc: Meg Kailikole
Subject: Request for uncompensated leave of absence

Attention Jason Morse and the MUSD School Board-

I am writing to officially request a 25% uncompensated leave of absence from my position at MCN. This leave would begin immediately and end on the last day of October. In addition to my current position, I have been hired by the school district to be the High School Girls soccer coach. This position involves running trainings everyday, and games 2 days a week. Many of these games are long travel days such as Calistoga and Rohnert Park. Between practices, games, traveling, prep time and communication with players and parents, I will be spending upwards of 30 hours per week coaching.

I would very much appreciate it if the board would grant me this short term leave so I can continue to work at MCN for 75% time, and use that extra to be able to coach the high school team.

Sincere Regards-

Matthew Starkweather
MCN Outside Operations Manager
707-937-1444 Ext 124



8/19/22

Mendocino Unified School District COVID-19 Safety Plan

This CPP is designed to control exposures to the SARS-CoV-2 virus that may occur in our workplace.

Date: August 24th, 2022

Authority and Responsibility

Jason Morse has overall authority and responsibility for implementing the provisions of this CPP in our workplace. In addition, all managers and supervisors are responsible for implementing and maintaining the CPP in their assigned work areas and for ensuring employees receive answers to questions about the program in a language they understand.

All employees are responsible for using safe work practices, following all directives, policies and procedures, and assisting in maintaining a safe work environment.

Introduction

The MUSD COVID-19 Safety Plan addresses both the Cal/OSHA COVID-19 Prevention Program requirements and the COVID-19 School Guidance Checklist requirements.

Schools will implement strategies to encourage behaviors that reduce the spread of COVID-19. Each school site will have a **COVID-19 School Site-Specific Protection Plan (SSPP)** outlining safety protocols and procedures that follow guidelines presented in this document.

This COVID-19 Safety Plan is in line with the new CDPH guidance, Cal/OSHA, and local health orders and mandates. Additionally, it includes the necessary components of a COVID-19 Prevention Program (Cal/OSHA). This plan will be updated as needed when state and local requirements change.

Identification and Evaluation of COVID-19 Hazards

We will implement the following in our workplace:

- Review applicable orders and general and industry-specific guidance from the State of California, Cal/OSHA, and the local health department related to COVID-19 hazards and prevention.
- Evaluate existing COVID-19 prevention controls in our workplace and the need for different or additional controls.

Employee Participation

Employees and their authorized employees' representatives are encouraged to participate in the identification and evaluation of COVID-19 hazards.

MUSD has a designated COVID-19 Liaison for each campus. The COVID-19 Liaisons are listed below:

- MUSD – Jason Morse (707) 937-5868 jmorse@mcn.org
 - MHS, MAS, and MCHS – Tobin Hahn (707) 937-5871 thahn@mendocinoused.org
 - K-8, Albion, and Comptche Schools – Kim Humrichouse (707) 937-0515 khumrichouse@mcn.org
 - Greenwood Preschool – Jessica Ballard (707) 877-3361 jessiballa7@aol.com

Any employee, community member, parent, guardian or student may call or email the site COVID-19 Liaison to report any COVID-19 related issues.

General Guidelines in Working with COVID-19

COVID-19 is mostly spread by respiratory droplets released when people talk, cough, or sneeze. It is thought that the virus may spread to hands from a contaminated surface and then to the nose, eyes, or mouth, causing infection. Therefore, personal prevention practices (such as handwashing, staying home when sick) and environmental cleaning and disinfection are important principles that are covered in this document. Fortunately, there are a number of actions schools can take to help reduce the risk of COVID-19 exposure and spread during school sessions and activities.

Supplies for School Sites and Classrooms to maintain an environment that is as safe as possible and mitigates various risks of transmission. (Cal/OSHA)

1. **Barriers** which include: Gloves, face masks, face shields, goggles, plastic/plexi-glass barriers.
2. **Cleaning Supplies** which include: Soap, hand sanitizer with at least 60 percent alcohol (for staff and older children who can safely use hand sanitizer), paper towels, tissues, disinfectant wipes, and various custodial cleaning products.

Strategies to Prevent the Spread of COVID-19 - Infection Mitigation Strategies

1. Face Coverings and Personal Protective Equipment and Supplies (Cal/OSHA)

Unless otherwise directed by local health departments or Mendocino Unified, staff should follow CDPH masking guidance for the general public, as well as masking guidance for specific situations such as when having symptoms, being infected, or exposed. The District will communicate changes in local or CDPH guidance on masks.

The District will provide schools a supply of face coverings for students or staff who forget to bring a face covering to school. Staff will also be provided with disposable 3-ply surgical masks, N95 masks and face shields upon request.

The District will provide adequate supplies including soap, hand sanitizer with at least 60 percent alcohol (children under 6 years old should use hand sanitizer under adult supervision), paper towels, tissues, disinfectant wipes, gloves, face coverings, or shields.

The District will continue to monitor and evaluate the need for PPE as required by CCR Title I, section 3380, and CCR Title 8, section 5144. The District will provide such PPE as needed.

2. Optimizing Indoor Air Quality (Cal/OSHA)

The risk of getting COVID-19 is greater in indoor settings with poor air quality. Effective ventilation and filtration can curb the spread of COVID-19 and other infectious diseases. It may also protect students and staff from exposure to wildfire smoke and other airborne allergens and pollutants.

Outdoor activities, including snacks/meals, active exercise, and instruction, will be encouraged. Students should come prepared for increased outdoor activities. They should wear layers of clothing or bring additional clothing.

Ventilation systems are continually monitored for proper operation. Heating, Ventilation & Air Conditioning (HVAC) Merv 8 and 10 filters are replaced on a scheduled replacement cycle. The district uses filters above industry standard at all of our school sites. Replacement cycles will be adjusted accordingly based on guidance or need. In addition to HVAC, when practicable classroom and office ventilation are to have windows and doors open to allow air flow to provide as much fresh air as possible.

Measures will be implemented to reduce risk on the school bus. Masks or face coverings are highly recommended while on a bus but not required. Bus windows shall be kept open whenever possible to maximize ventilation. A minimum of at least two windows on a bus should be opened fully. Each bus will be equipped with extra unused face coverings for students who may have inadvertently failed to bring one.

3. Maintaining Clean Hands (Cal/OSHA)

Hand hygiene can prevent the spread of infectious diseases, including COVID-19.

Schools will teach and reinforce proper handwashing to lower the risk of spreading viruses, including the virus that causes COVID-19.

Schools should ensure adequate supplies to support hand hygiene behaviors, including soap, tissues, no-touch trash cans, and hand sanitizers with at least 60 percent alcohol for staff and children who can safely use hand sanitizer. Hand sanitizers should be stored up, away, and out of sight of younger children and should be used only with adult supervision for children under 6 years of age.

Schools should teach and reinforce covering coughs and sneezes to help keep individuals from getting and spreading infectious diseases, including COVID-19.

4. Getting Tested for COVID-19

Testing remains a key mitigation layer to detect and curb transmission of COVID-19. Schools are encouraged to ensure access to COVID-19 testing for students and staff. Antigen tests are the primary option for detecting COVID-19.

Schools may allow visitors, volunteers, and activities involving external groups or organizations if they are fully vaccinated or agree to weekly Antigen testing. At home over-the-counter tests are accepted with submission of a photo of the negative test with the volunteer's name, date test was taken and test result written on the test and submitted to the office as part of the volunteer approval process.

Due to the increased travel and social interactions that often occur during school breaks, it is recommended that students and staff get tested for COVID-19 prior to returning to school following major breaks (e.g., summer, winter, spring).

5. Staying Up-To-Date on Vaccinations

Vaccinations prevent illness by working with the body's natural defenses to help safely develop immunity to disease. Not only do vaccinations provide individual-level protection, but high vaccination coverage reduces the burden of disease in schools and communities and may help protect individuals who are not vaccinated or those who may not develop a strong immune response from vaccination.

California strongly recommends that all eligible individuals get vaccinated against COVID-19 and remain up-to-date to protect oneself and reduce transmission of the virus.

6. Checking for Signs, Symptoms and Exposures (Ca/OSHA)

Staying home when sick can lower the risk of spreading infectious diseases, including COVID-19, to other people.

In most situations, any student who develops new, unexplained symptoms should not return to campus until it is clear that symptoms are mild and improving or are due to a non-infectious cause (e.g., allergies). This includes waiting until 24 hours have passed since resolution of fever without the use of fever-reducing medications.

Additionally, if symptoms are concerning for COVID-19, it is strongly recommended that students wear a mask and get tested immediately. Students should also follow CDPH recommendations for retesting and/or isolating if results are positive.

Students and staff will continue to notify the District and/or school site when they need to stay home.

- For staff members, please contact the Human Resources Department if you need to stay home due to a COVID-19 exposure, are experiencing COVID-19 symptoms, or have been diagnosed with COVID-19.

7. Managing Students Exposed to COVID-19

Families will notify schools if their child has COVID-19 and was on school grounds during their infectious period.

Schools will provide a general notification to the entire school community during times of elevated community transmission of COVID-19. This communication will alert all to the increased potential of being exposed to COVID-19 due to a rise in cases among school and community members, and remind all to monitor for symptoms and get tested.

8. Reporting COVID-19 to Public Health

Notifying local health authorities of the disease burden in schools can help gain additional resources to manage illness and contain transmission and outbreaks.

Schools will report to Mendocino County Public Health and Yuba County Public Health of escalating COVID-19 situations/outbreaks, including when there are 3 or more positive COVID cases over a two-week span among students and staff who share the same indoor airspace for 15 minutes or more over a 24-hour period.

9. Managing COVID-19 Outbreaks

Broad disruptions to in-person learning, such as temporary school or classroom closures, due to COVID-19 should remain a last resort and considered only after all available resources have been exhausted, and only after conferring with local health officials.

10. Staff Training (Cal/OSHA)

Staff will receive training in:

- o Proper use of face coverings
- o COVID-19 specific symptom identification
- o How COVID-19 is spread
- o The importance of staff and students not coming to work they have symptoms
- o The employer's plan and procedures to follow when staff or students become sick at school
- o The employer's plan and procedures to protect staff from COVID-19 illness

11. Maintain Healthy Operations (Cal/OSHA)

COVID safety concerns should be directed to the site principal or appropriate administrator who will ensure that all possible exposures to COVID-19 are documented and tracked in order to notify local health officials, staff, and families in a prompt and responsible manner.

Employees should report COVID-19 related concerns to their supervisor without fear of reprisal.

In the event that staff has been exposed to an individual who has tested positive for COVID-19, those who have had contact with the individual will be contacted as soon as is practicable.

In general, routine cleaning is enough to sufficiently remove the virus that causes COVID-19 from surfaces. If disinfectants are used, use asthma-safer products.

Staff members requesting accommodations related to COVID-19 shall notify their immediate supervisor and contact the Human Resources Department.

12. Confirmed COVID-19 Case (Cal/OSHA)

Parents are asked to notify the school site office if their student tests positive for COVID-19. Staff members who become aware of a student who has tested positive for COVID-19 are to contact their school site office immediately. Each site will appoint a person to work as the COVID-19 Liaison with Public Health and the District.

Staff members who test positive for COVID-19 are to contact the Human Resources Department and site administrator immediately.

The District will report immediately to Cal/OSHA any COVID-19-related serious illness or death related to COVID-19. The steps taken to implement the COVID Safety Plan will be maintained and the plan is available on the District website and at the worksites. Records of employees who test positive for COVID-19 will be maintained by the Human Resources Department.

13. School Events and Activities

School dances, large assemblies, and other school-based crowded events, all have the potential to cause substantial spread of COVID-19 within and beyond the school community. Therefore, schools are encouraged to:

- Host such events outdoors whenever possible.
- Separate the event into smaller cohorts (by grade, for example) whenever possible.
- Promote vaccines for all eligible attendees (students and adults). Consider pre-entry testing for all unvaccinated attendees at or just prior to the event.
- Plan in advance how to identify close contacts or exposed groups if it is later discovered that someone with COVID-19 attended the event.
- Consider requiring the use of masks at school-based large, crowded indoor events.
- If food or drinks are to be served, serve them outdoors whenever possible and/or place them away from other areas to clearly designate spaces where masks should be worn.

Correction of COVID-19 Hazards

Unsafe or unhealthy work conditions, practices or procedures will be documented on the MUSD COVID-19 Self Reporting form that may be accessed from any MUSD school or district website. (www.mendocinoused.org) All safety hazards will be addressed within 24 hours. If a specific concern is not able to be mitigated within this time frame, the administration will provide an alternative to temporarily address the concern.

Mendocino Unified School District

**Resolution No. 2022-22
Continuing Board of Trustees Authority to Hold Virtual Meetings
Pursuant to AB 361**

WHEREAS, on March 4, 2020, Governor Gavin Newsom declared a statewide emergency arising from the coronavirus (COVID-19); and

WHEREAS, on March 17, 2020, Governor Newsom issued Executive Order N-29-20 suspending certain provisions of the Brown Act pertaining to teleconferenced meetings; and

WHEREAS, on June 11, 2021, Governor Newsom issued Executive Order N-08-21 which indicated that Executive Order N-29-20's authorization for holding virtual meetings would expire on September 30, 2021; and

WHEREAS, on September 16, 2021, Governor Newsom signed AB 361 (Rivas) as urgency legislation effective immediately, which provides that legislative bodies may continue to meet remotely during a declared State of Emergency subject to certain conditions; and

WHEREAS, AB 361 amends the Brown Act (Government Code section 54953) to add the following provision:

(e)(1) A local agency may use teleconferencing without complying with the requirements of paragraph (3) of subdivision (b) if the legislative body complies with the requirements of paragraph (2) of this subdivision in any of the following circumstances:

(B) The legislative body holds a meeting during a proclaimed state of emergency for the purpose of determining, by majority vote, whether as a result of the emergency, meeting in person would present imminent risks to the health or safety of attendees.; and

WHEREAS, AB 361 amends the Brown Act (Government Code section 54953) to add the following provision:

(3) If a state of emergency remains active, or state or local officials have imposed or recommended measures to promote social distancing, in order to continue to teleconference without compliance with paragraph (3) of subdivision (b), the legislative body shall, not later than 30 days after teleconferencing for the first time pursuant to subparagraph (A), (B), or (C) of paragraph (1), and every 30 days thereafter, make the following findings by majority vote:

(A) The legislative body has reconsidered the circumstances of the state of emergency.

(B) Any of the following circumstances exist:

(i) The state of emergency continues to directly impact the ability of the members to meet safely in person.

THEREFORE, BE IT RESOLVED that the Board of Trustees of the Mendocino Unified School District finds that the Governor’s March 4, 2020 declaration of a state of emergency due to the COVID-19 pandemic remains active.

BE IT FURTHER RESOLVED, the Board of Trustees of the Mendocino Unified School District finds that due to the state of emergency meeting in person would present imminent risks to the health or safety of attendees and/or the state of emergency continues to directly impact the ability of the members to meet safely in person due to the prevalence of the Delta and Omicron variants, the indoor setting of meeting facilities, the potential presence of unvaccinated individuals attending meetings, the potential for noncompliance with mask wearing requirements, and desire to protect the health of immuno-compromised trustee(s), staff and the public.

PASSED AND ADOPTED by the following vote of the Board of Trustees of the Mendocino Unified School District, County of Mendocino, State of California on August 24, 2022.

AYES: _____

NOES: _____

ABSENT:: _____

President, Board of Trustees

RESOLUTION No. 2022-23

**BEFORE THE MENDOCINO UNIFIED SCHOOL DISTRICT BOARD OF DIRECTORS
AUTHORIZING PARTICIPATION IN THE HVIP PUBLIC SCHOOL BUS SET-ASIDE
FOR SMALL AND MEDIUM AIR DISTRICTS
(PUBLIC SCHOOL BUS SET-ASIDE)**

WHEREAS, on August 24, 2022, the Board of Directors of the Mendocino Unified School District met in regular session; and

WHEREAS, California Climate Investments are funded by the State proceeds from Cap-and-Trade auctions. These funds provide an opportunity for the State to invest in projects that help achieve our climate goals and provide benefits to disadvantaged communities; and

WHEREAS, the California Air Resources Board (CARB) created the Public School Bus Set-Aside, and has allocated funding from the California Climate Investments; and

WHEREAS, CALSTART has been selected to administer the Public School Bus Set-Aside on behalf of CARB; and

WHEREAS, CALSTART requires the submission of information, on standardized forms (application forms), to determine eligibility and to prioritize projects; and

WHEREAS, if selected to receive funding, in order to participate in the Public School Bus Set-Aside, the grantee is required to enter into an agreement with CALSTART wherein the fulfillment of terms and conditions is required in order to receive the funding.

NOW THEREFORE, BE IT RESOLVED, that the Board of Directors of the Mendocino Unified School District authorizes the submission of applications for the Public School Bus Set-Aside; and

BE IT FURTHER RESOLVED, that if selected for funding, the Superintendent is authorized to enter into binding Voucher Agreements by signing Terms and Conditions on behalf of the school district and to act, as needed, to ensure the terms are satisfied.

On motion of _____, Seconded by _____, the foregoing resolution is hereby PASSED and ADOPTED BY the Mendocino Unified School District Governing Board on this 24th day of August, 2022 by the following votes:

AYES: _____ NOES: _____ ABSTAIN: _____ ABSENT: _____

Mendocino Unified School District

Michael Schaeffer, Chair

ATTEST:

Jessica Grinberg, Clerk of the Board

Students

Interdistrict Attendance – District of Choice

OPTION 1: Interdistrict Attendance Agreements and Permits

In accordance with an agreement between the Governing Board and the board of another district, a permit authorizing a student of either district to enroll in the other district may be issued upon approval of both districts.

The district shall post on its web site the procedures and timelines for requesting an interdistrict transfer permit, including a link to BP 5117 - Interdistrict Attendance. The posted information shall include, but is not limited to: (Education Code 46600.1, 46600.2)

- 1. The date upon which the district will begin accepting and processing interdistrict transfer requests for the following school year*
- 2. The reasons for which the district may approve or deny a request, and any information or documents that must be submitted as supporting evidence*
- 3. If applicable, the process and timelines by which a denial of a request may be appealed within the district before the district renders a final decision*
- 4. A statement that failure of a parent/guardian to meet any timelines established by the district shall be deemed an abandonment of the request*
- 5. Applicable timelines for processing a request, including the following statements:*
 - a. For an interdistrict transfer request received by the district 15 or fewer calendar days before the commencement of instruction in the school year for which the transfer is sought, the district will notify the parent/guardian of its final decision within 30 calendar days from the date the request was received.*
 - b. For an interdistrict transfer request received by the district more than 15 days before the commencement of instruction in the school year for which the interdistrict transfer is sought, the district will notify the parent/guardian of its final decision as soon as possible, but no later than 14 calendar days after the commencement of instruction in the school year for which transfer is sought.*
- 6. The conditions under which an existing interdistrict transfer permit may be revoked or rescinded*

Priority for interdistrict attendance shall be given to a student who has been determined, through an investigation by either the district of residence or district of proposed enrollment, to be a victim of an act of bullying, as defined in Education Code 48900(r), committed by a student of the district of residence. (Education Code 46600)

(cf. 1312.3 - Uniform Complaint Procedures)

(cf. 5131.2 - Bullying)

Until the district is at maximum capacity, the district shall accept any student whose interdistrict transfer application is based on being the victim of an act of bullying or a child of an active duty military parent/guardian. The district shall ensure that such students are admitted through an unbiased process that prohibits an inquiry into or evaluation or consideration of whether or not a student should be enrolled based on academic or athletic performance, physical condition, proficiency in English, family income, or any of the individual characteristics set forth in Education Code 220, including, but not limited to, race or ethnicity, gender, gender identity, gender expression, and immigration status. (Education Code 46600)

In addition, the Superintendent or designee may approve an interdistrict attendance permit for a student for any of the following reasons when stipulated in the agreement:

1. To meet the child care needs of the student, only as long as the student's child care provider remains within district boundaries

(cf. 5148 - Child Care and Development)

2. To meet the student's special mental or physical health needs as certified by a physician, school psychologist, or other appropriate school personnel

(cf. 6159 - Individualized Education Program)

3. When the student has a sibling attending school in the receiving district, to avoid splitting the family's attendance

4. To allow the student to complete a school year when the student's parents/guardians have moved out of the district during that year

5. To allow the student to remain with a class graduating that year from an elementary, middle, or senior high school

6. To allow a high school senior to attend the same school attended as a junior, even if the student's family moved out of the district during the junior year

7. When the parent/guardian provides written evidence that the family will be moving into the district in the immediate future and would like the student to start the school year in the district

8. When the student will be living out of the district for one year or less

9. When recommended by the school attendance review board or by county child welfare, probation, or social service agency staff in documented cases of serious home or community problems which make it inadvisable for the student to attend the school of residence

(cf. 5113.1 - Chronic Absence and Truancy)

(cf. 5113.12 - District School Attendance Review Board)

10. When there is valid interest in a particular educational program not offered in the district of residence

11. To provide a change in school environment for reasons of personal and social adjustment

The Superintendent or designee may deny initial requests for interdistrict attendance permits due to limited district resources, overcrowding of school facilities at the relevant grade level, or other considerations that are not arbitrary. However, once a student is admitted, the district shall not deny continued attendance because of overcrowded facilities at the relevant grade level.

(cf. 0410 - Nondiscrimination in District Programs and Activities)

If the transfer request is for a school year that begins within 15 calendar days of the receipt of the request, the Superintendent or designee shall notify the parent/guardian of the final decision within 30 calendar days of receiving the request. If the transfer request is for a school year that begins more than 15 calendar days after the receipt of the request, the parent/guardian shall be notified of the final decision as soon as possible, but no later than 14 calendar days after the commencement of instruction during that school year. (Education Code 46600.2)

If a student's interdistrict transfer request is denied, the Superintendent or designee shall, in writing, notify the parents/guardians of their right to appeal to the County Board of Education within 30 calendar days from the date of the final denial. (Education Code 46600.2)

(cf. 5145.6 - Parental Notifications)

All notices to parents/guardians regarding the district's decision on any request for interdistrict transfer shall conform to the translation requirements of Education Code 48985, and may be provided by regular mail, electronic format if the parent/guardian provides an email address, or by any other method normally used to communicate with parents/guardians in writing. (Education Code 46600.2)

Pending a decision by the two districts or by the County Board on appeal, the Superintendent or designee may provisionally admit a student who resides in another district for a period not to exceed two school months, provided the district is the district of proposed enrollment. If the decision has not been rendered by the conclusion of two school months and the districts or County Board is still operating within the prescribed timelines, the student shall not be allowed to continue attending the district school to which the student was provisionally admitted. (Education Code 46603)

Students who are under consideration for expulsion or who have been expelled may not appeal interdistrict attendance denials or rescissions while expulsion proceedings are pending or during the term of the expulsion. (Education Code 46601)

Bases for Revocation/Termination of Interdistrict Attendance Permit

Every interdistrict attendance permit shall stipulate the terms and conditions under which the permit may be revoked. (Education Code 46600)

An interdistrict attendance permit may be revoked by the Superintendent or designee for any of the following reasons:

- 1. Unsatisfactory academic performance (as defined above under Bases for Denial) at the district.***
- 2. Unsatisfactory attendance (as defined above under Bases for Denial) at the district.***
- 3. Providing incomplete, false or misleading information on the Application.***
- 4. Repeated disruptive or otherwise unsatisfactory conduct in violation of Education Code sections 48900 et seq.***
- 5. Suspension from the district as authorized by Education Code sections 48900 et seq.***
- 6. Recommendation for expulsion or expulsion from the district as authorized by Education Code sections 48900 et seq.***
- 7. The district makes the determination that the continuing presence of the student would interfere with the needs of the district, the best interests of students, or both.***
- 8. Any other lawful, non-arbitrary basis for the district to conclude it would be in the best interest of the student, the student's school, or the district for the interdistrict attendance permit to be revoked.***

If an interdistrict attendance permit is revoked by the Superintendent or designee, the parent/guardian of the student may appeal to the Superintendent for further consideration. An appeal must be submitted in writing to the Superintendent of Student Services and received in the District Office on or before the fifth calendar day following the date of the Notice of Revocation, excluding Saturdays, Sundays and days when the District Office is closed, or the right to appeal shall

be deemed waived.

Pending a decision by the two districts or an appeal by the County Board, the Superintendent or designee may provisionally admit a student who resides in another district for a period not to exceed two school months. (Education Code 46603)

Students who are under consideration for expulsion or who have been expelled may not appeal interdistrict attendance denials or decisions while expulsion proceedings are pending or during the term of the expulsion. (Education Code 46601)

(cf. 5119 - Students Expelled from Other Districts)

(cf. 5144.1 - Suspension and Expulsion/Due Process)

Once a student is admitted to a school on the basis of an interdistrict attendance permit, the student will be required to reapply annually for an interdistrict transfer and will be allowed to continue to attend the school of enrollment only if reapplication standards are met. Existing interdistrict attendance permits shall not be rescinded after June 30 following a student's completion of grade 10 or for any student entering grade 11 or 12 in the subsequent school year. (Education Code 46600)

OPTION 2: School District of Choice Program

The Superintendent or designee shall communicate with parents/guardians regarding transfer opportunities under the school district of choice program. Communications sent to parents/guardians shall be available in all languages for which translations are required pursuant to Education Code 48985, shall be factually accurate, and shall not target particular neighborhoods or individual parents/guardians on the basis of a child's actual or perceived academic or athletic skill or any other personal characteristic. (Education Code 48301, 48980)

The Superintendent or designee shall also make public announcements regarding district schools, programs, policies, and procedures, including transportation options if applicable, during the enrollment period. (Education Code 48312)

The Superintendent or designee may hold informational meetings on the district's current educational programs, so that parents/guardians can provide input to the district on methods to improve current programs and make informed decisions regarding their children's education. (Education Code 48302)

The process for student transfers into the district under the school district of choice program, including, but not limited to, any applicable form, the timeline for a transfer, and an explanation of the selection process, shall be posted on the district's web site. (Education Code 48301)

(cf. 1113 - District and School Web Sites)

Parents/guardians shall submit applications for interdistrict attendance to the district office before January 1 of the school year preceding the school year for which the student is requesting to be transferred. The application deadline may be waived upon agreement between the district and the student's district of residence. (Education Code 48308)

The application deadline shall not apply to an application requesting a transfer if the parent/guardian with whom the student resides is enlisted in the military and was relocated by the military within 90 days prior to submitting the application. (Education Code 48308)

(cf. 6173.2 - Education of Children of Military Families)

Any existing entrance criteria for specialized schools or programs shall be uniformly applied to all applicants. (Education Code 48305)

The district may deny a transfer into the district under the school district of choice program if the transfer would require the district to create a new program to serve that student, except that the district shall not reject the transfer of a student with disabilities or an English learner. (Education Code 48303)

Whenever the number of transfer applications exceeds the number of interdistrict transfers that may be accepted as annually determined by the Governing Board, students accepted for transfer shall be selected by a random drawing held in public at a regularly scheduled Board meeting before February 15 of the school year preceding the school year for which the transfer is sought. (Education Code 48301)

Priority for transfer under the school district of choice program shall be granted as follows: (Education Code 48306)

1. First priority shall be given to siblings of students already in attendance in the district.

2. Second priority shall be given to students eligible for free or reduced-price meals.

(cf. 3553 - Free and Reduced Price Meals)

3. Third priority shall be given to children of military personnel.

No later than February 15 of the school year preceding the school year for which the student is requesting to be transferred, the Superintendent or designee shall notify the parent/guardian in writing whether the application has been provisionally accepted or rejected or of the student's position on any waiting list. (Education Code 48308)

If a student's application for transfer is accepted, the Superintendent or designee shall so notify the student's district of residence no later than February 15 of the school year preceding the school year for which the student is requesting to be transferred. (Education Code 48308)

The number of students accepted for transfer into the district, by school and grade level, shall be reported to the district of residence on or before February 15. (Education Code 48308)

If a student's application is denied, the Superintendent or designee shall notify the student's parents/guardians that the number of students requesting to transfer exceeded the district's capacity and that the student was not selected during the random drawing. Such determination shall be accurately recorded in the minutes of the Board meeting at which the determination was made. (Education Code 48308)

(cf. 9324 - Minutes and Recordings)

For a student whose parent/guardian was relocated by the military less than 90 days prior to the submission of the application, the district shall make a final decision to accept or reject the application within 90 days of its receipt. If the student's application has been submitted less than 90 days prior to the beginning of the school year, then the district shall accept or deny the application before the school year begins. Upon acceptance, the student may immediately enroll in a district school. (Education Code 48308)

Vacancies may be filled from the waiting list until May 1 of the school year preceding the school year for which students are requesting to be transferred. (Education Code 48308)

The final number of students enrolled in the district through the school district of choice program, by school and grade level, along with the names of the students, shall be reported to the district of residence on or before May 2. (Education Code 48308)

Students admitted through the school district of choice program are deemed to have fulfilled district residency requirements pursuant to Education Code 48204. (Education Code 48301)

(cf. 5111.1 - District Residency)

(cf. 5116.1 - Intradistrict Open Enrollment)

Final acceptance of the transfer is applicable for one school year and shall be renewed automatically each year unless the Board, by adoption of a resolution, withdraws from participation in the program and no longer accepts transfer students from other districts. (Education Code [48308](#))

Even if the district withdraws from participation in the program, students who attended or received a notice of acceptance into the district before the Board's resolution of withdrawal shall be permitted to attend school in the district, and admitted high school students may continue attending school in the district until they graduate from high school. (Education Code [48307](#), [48308](#))

The district may accept any completed coursework, attendance, and other academic progress credited to an accepted student by any district(s) the student has previously attended and may grant academic standing to the student based upon the district's evaluation of the student's academic progress. (Education Code [48309](#))

(cf. [6146.3](#) - Reciprocity of Academic Credit)

The district may revoke a student's enrollment if the student is recommended for expulsion pursuant to Education Code [48918](#). (Education Code [48309](#))

Transfers Out of the District

A student whose parent/guardian is in active military duty shall not be prohibited from transferring out of the district, provided the school district of proposed enrollment approves the application for transfer. (Education Code [46600](#), [48307](#))

If the district is unable to provide an intradistrict transfer to a student who is a victim of an act of bullying, as defined in Education Code [46600](#), the district shall not prohibit the student from transferring out of the district if the district of proposed enrollment approves the application for transfer. (Education Code [46600](#))

The district may limit transfers out of the district to a school district of choice under any of the following circumstances: (Education Code [48307](#))

1. The number of student transfers out of the district to a school district of choice has reached the limit specified in Education Code [48307](#) based on the district's average daily attendance.

2. The County Superintendent of Schools has given the district a negative budget certification or has determined that the district will not meet the state's standards and criteria for fiscal stability in the subsequent fiscal year exclusively as a result of student transfers from this district to a school district of choice.

(cf. [3100](#) - Budget)

3. The Board determines that the transfer would negatively impact any of the following: (Education Code [48307](#))

a. A court-ordered desegregation plan

b. A voluntary desegregation plan of the district, consistent with the California Constitution, Article 1, Section 31

c. The racial and ethnic balance of the district, consistent with the California Constitution, Article 1, Section 31

(10/17 3/19) 12/19

Students

Interdistrict Attendance – District of Choice

OPTION 1: Interdistrict Attendance Agreements and Permits

In accordance with an agreement between the Governing Board and the board of another district, a permit authorizing a student of either district to enroll in the other district may be issued upon approval of both districts.

The district shall post on its web site the procedures and timelines for requesting an interdistrict transfer permit, including a link to BP 5117 - Interdistrict Attendance. The posted information shall include, but is not limited to: (Education Code 46600.1, 46600.2)

1. The date upon which the district will begin accepting and processing interdistrict transfer requests for the following school year
2. The reasons for which the district may approve or deny a request, and any information or documents that must be submitted as supporting evidence
3. If applicable, the process and timelines by which a denial of a request may be appealed within the district before the district renders a final decision
4. A statement that failure of a parent/guardian to meet any timelines established by the district shall be deemed an abandonment of the request
5. Applicable timelines for processing a request, including the following statements:
 - a. For an interdistrict transfer request received by the district 15 or fewer calendar days before the commencement of instruction in the school year for which the transfer is sought, the district will notify the parent/guardian of its final decision within 30 calendar days from the date the request was received.
 - b. For an interdistrict transfer request received by the district more than 15 days before the commencement of instruction in the school year for which the interdistrict transfer is sought, the district will notify the parent/guardian of its final decision as soon as possible, but no later than 14 calendar days after the commencement of instruction in the school year for which transfer is sought.
6. The conditions under which an existing interdistrict transfer permit may be revoked or rescinded

Priority for interdistrict attendance shall be given to a student who has been determined, through an investigation by either the district of residence or district of proposed enrollment, to be a victim of an act of bullying, as defined in Education Code 48900(r), committed by a student of the district of residence. (Education Code 46600)

(cf. 1312.3 - Uniform Complaint Procedures)

(cf. 5131.2 - Bullying)

Until the district is at maximum capacity, the district shall accept any student whose interdistrict transfer application is based on being the victim of an act of bullying or a child of an active duty military parent/guardian. The district shall ensure that such students are admitted through an unbiased process that prohibits an inquiry into or evaluation or consideration of whether or not a student should be enrolled based on academic or athletic performance, physical condition, proficiency in English, family income, or any of the individual characteristics set forth in Education Code 220, including, but not limited to, race or ethnicity, gender, gender identity, gender expression, and immigration status. (Education Code 46600)

In addition, the Superintendent or designee may approve an interdistrict attendance permit for a student for any of the following reasons when stipulated in the agreement:

1. To meet the child care needs of the student, only as long as the student's child care provider remains within district boundaries

(cf. 5148 - Child Care and Development)

2. To meet the student's special mental or physical health needs as certified by a physician, school psychologist, or other appropriate school personnel

(cf. 6159 - Individualized Education Program)

3. When the student has a sibling attending school in the receiving district, to avoid splitting the family's attendance

4. To allow the student to complete a school year when the student's parents/guardians have moved out of the district during that year

5. To allow the student to remain with a class graduating that year from an elementary, middle, or senior high school

6. To allow a high school senior to attend the same school attended as a junior, even if the student's family moved out of the district during the junior year

7. When the parent/guardian provides written evidence that the family will be moving into the district in the immediate future and would like the student to start the school year in the district

8. When the student will be living out of the district for one year or less

9. When recommended by the school attendance review board or by county child welfare, probation, or social service agency staff in documented cases of serious home or community problems which make it inadvisable for the student to attend the school of residence

(cf. 5113.1 - Chronic Absence and Truancy)

(cf. 5113.12 - District School Attendance Review Board)

10. When there is valid interest in a particular educational program not offered in the district of residence

11. To provide a change in school environment for reasons of personal and social adjustment

The Superintendent or designee may deny initial requests for interdistrict attendance permits due to limited district resources, overcrowding of school facilities at the relevant grade level, or other considerations that are not arbitrary. However, once a student is admitted, the district shall not deny continued attendance because of overcrowded facilities at the relevant grade level.

(cf. 0410 - Nondiscrimination in District Programs and Activities)

If the transfer request is for a school year that begins within 15 calendar days of the receipt of the request, the Superintendent or designee shall notify the parent/guardian of the final decision within 30 calendar days of receiving the request. If the transfer request is for a school year that begins more than 15 calendar days after the receipt of the request, the parent/guardian shall be notified of the final decision as soon as possible, but no later than 14 calendar days after the commencement of instruction during that school year. (Education Code 46600.2)

If a student's interdistrict transfer request is denied, the Superintendent or designee shall, in writing, notify the parents/guardians of their right to appeal to the County Board of Education within 30 calendar days from the date of the final denial. (Education Code 46600.2)

(cf. 5145.6 - Parental Notifications)

All notices to parents/guardians regarding the district's decision on any request for interdistrict transfer shall conform to the translation requirements of Education Code 48985, and may be provided by regular mail, electronic format if the parent/guardian provides an email address, or by any other method normally used to communicate with parents/guardians in writing. (Education Code 46600.2)

Pending a decision by the two districts or by the County Board on appeal, the Superintendent or designee may provisionally admit a student who resides in another district for a period not to exceed two school months, provided the district is the district of proposed enrollment. If the decision has not been rendered by the conclusion of two school months and the districts or County Board is still operating within the prescribed timelines, the student shall not be allowed to continue attending the district school to which the student was provisionally admitted. (Education Code 46603)

Students who are under consideration for expulsion or who have been expelled may not appeal interdistrict attendance denials or rescissions while expulsion proceedings are pending or during the term of the expulsion. (Education Code 46601)

(cf. 5119 - Students Expelled from Other Districts)

(cf. 5144.1 - Suspension and Expulsion/Due Process)

Once a student is admitted to a school on the basis of an interdistrict attendance permit, the student shall not be required to reapply for an interdistrict transfer and shall be allowed to continue to attend the school of enrollment, unless reapplication standards are otherwise specified in the interdistrict attendance agreement. Existing interdistrict attendance permits shall not be rescinded after June 30 following a student's completion of grade 10 or for any student entering grade 11 or 12 in the subsequent school year. (Education Code 46600)

OPTION 2: School District of Choice Program

The Superintendent or designee shall communicate with parents/guardians regarding transfer opportunities under the school district of choice program. Communications sent to parents/guardians shall be available in all languages for which translations are required pursuant to Education Code 48985, shall be factually accurate, and shall not target particular neighborhoods or individual parents/guardians on the basis of a child's actual or perceived academic or athletic skill or any other personal characteristic. (Education Code 48301, 48980)

The Superintendent or designee shall also make public announcements regarding district schools, programs, policies, and procedures, including transportation options if applicable, during the enrollment period. (Education Code 48312)

The Superintendent or designee may hold informational meetings on the district's current educational programs, so that parents/guardians can provide input to the district on methods to improve current programs and make informed decisions regarding their children's education. (Education Code 48302)

The process for student transfers into the district under the school district of choice program, including, but not limited to, any applicable form, the timeline for a transfer, and an explanation of the selection process, shall be posted on the district's web site. (Education Code 48301)

(cf. 1113 - District and School Web Sites)

Parents/guardians shall submit applications for interdistrict attendance to the district office before January 1 of the school year preceding the school year for which the student is requesting to be transferred. The application deadline may be waived upon agreement between the district and the student's district of residence. (Education Code 48308)

The application deadline shall not apply to an application requesting a transfer if the parent/guardian with whom the student resides is enlisted in the military and was relocated by the military within 90 days prior to submitting the application. (Education Code 48308)

(cf. [6173.2](#) - Education of Children of Military Families)

Any existing entrance criteria for specialized schools or programs shall be uniformly applied to all applicants. (Education Code [48305](#))

The district may deny a transfer into the district under the school district of choice program if the transfer would require the district to create a new program to serve that student, except that the district shall not reject the transfer of a student with disabilities or an English learner. (Education Code [48303](#))

Whenever the number of transfer applications exceeds the number of interdistrict transfers that may be accepted as annually determined by the Governing Board, students accepted for transfer shall be selected by a random drawing held in public at a regularly scheduled Board meeting before February 15 of the school year preceding the school year for which the transfer is sought. (Education Code [48301](#))

Priority for transfer under the school district of choice program shall be granted as follows: (Education Code [48306](#))

1. First priority shall be given to siblings of students already in attendance in the district.
2. Second priority shall be given to students eligible for free or reduced-price meals.

(cf. [3553](#) - Free and Reduced Price Meals)

3. Third priority shall be given to children of military personnel.

No later than February 15 of the school year preceding the school year for which the student is requesting to be transferred, the Superintendent or designee shall notify the parent/guardian in writing whether the application has been provisionally accepted or rejected or of the student's position on any waiting list. (Education Code [48308](#))

If a student's application for transfer is accepted, the Superintendent or designee shall so notify the student's district of residence no later than February 15 of the school year preceding the school year for which the student is requesting to be transferred. (Education Code [48308](#))

The number of students accepted for transfer into the district, by school and grade level, shall be reported to the district of residence on or before February 15. (Education Code [48308](#))

If a student's application is denied, the Superintendent or designee shall notify the student's parents/guardians that the number of students requesting to transfer exceeded the district's capacity and that the student was not selected during the random drawing. Such determination shall be accurately recorded in the minutes of the Board meeting at which the determination was made. (Education Code [48308](#))

(cf. [9324](#) - Minutes and Recordings)

For a student whose parent/guardian was relocated by the military less than 90 days prior to the submission of the application, the district shall make a final decision to accept or reject the application within 90 days of its receipt. If the student's application has been submitted less than 90 days prior to the beginning of the school year, then the district shall accept or deny the application before the school year begins. Upon acceptance, the student may immediately enroll in a district school. (Education Code [48308](#))

Vacancies may be filled from the waiting list until May 1 of the school year preceding the school year for which students are requesting to be transferred. (Education Code [48308](#))

The final number of students enrolled in the district through the school district of choice program, by school and grade level, along with the names of the students, shall be reported to the district of residence on or before May 2. (Education Code [48308](#))

Students admitted through the school district of choice program are deemed to have fulfilled district residency requirements pursuant to Education Code [48204](#). (Education Code [48301](#))

(cf. 5111.1 - District Residency)

(cf. 5116.1 - Intradistrict Open Enrollment)

Final acceptance of the transfer is applicable for one school year and shall be renewed automatically each year unless the Board, by adoption of a resolution, withdraws from participation in the program and no longer accepts transfer students from other districts. (Education Code 48308)

Even if the district withdraws from participation in the program, students who attended or received a notice of acceptance into the district before the Board's resolution of withdrawal shall be permitted to attend school in the district, and admitted high school students may continue attending school in the district until they graduate from high school. (Education Code 48307, 48308)

The district may accept any completed coursework, attendance, and other academic progress credited to an accepted student by any district(s) the student has previously attended and may grant academic standing to the student based upon the district's evaluation of the student's academic progress. (Education Code 48309)

(cf. 6146.3 - Reciprocity of Academic Credit)

The district may revoke a student's enrollment if the student is recommended for expulsion pursuant to Education Code 48918. (Education Code 48309)

Transfers Out of the District

A student whose parent/guardian is in active military duty shall not be prohibited from transferring out of the district, provided the school district of proposed enrollment approves the application for transfer. (Education Code 46600, 48307)

If the district is unable to provide an intradistrict transfer to a student who is a victim of an act of bullying, as defined in Education Code 46600, the district shall not prohibit the student from transferring out of the district if the district of proposed enrollment approves the application for transfer. (Education Code 46600)

The district may limit transfers out of the district to a school district of choice under any of the following circumstances: (Education Code 48307)

1. The number of student transfers out of the district to a school district of choice has reached the limit specified in Education Code 48307 based on the district's average daily attendance.
2. The County Superintendent of Schools has given the district a negative budget certification or has determined that the district will not meet the state's standards and criteria for fiscal stability in the subsequent fiscal year exclusively as a result of student transfers from this district to a school district of choice.

(cf. 3100 - Budget)

3. The Board determines that the transfer would negatively impact any of the following: (Education Code 48307)
 - a. A court-ordered desegregation plan
 - b. A voluntary desegregation plan of the district, consistent with the California Constitution, Article 1, Section 31
 - c. The racial and ethnic balance of the district, consistent with the California Constitution, Article 1, Section 31

(10/17 3/19) 12/19

Students

Administering Medication and Monitoring Health Conditions

The Governing Board believes that regular school attendance is critical to student learning and that students who need to take medication prescribed or ordered for them by their authorized health care providers should be able to participate in the educational program.

Any medication prescribed for a student with a disability who is qualified to receive services under the Individuals with Disabilities Education Act or Section 504 of the Rehabilitation Act of 1973 shall be administered in accordance with the student's individualized education program or Section 504 services plan, as applicable.

For the administration of medication to other students during school or school-related activities, the Superintendent or designee shall develop protocols which shall include options for allowing parents/guardians to administer medication to their child at school, designate other individuals to do so on their behalf, and, with the student's authorized health care provider's approval, request the district's permission for the student to self-administer a medication or self-monitor and/or self-test for a medical condition. Such processes shall be implemented in a manner that preserves campus security, minimizes instructional interruptions, and promotes student safety and privacy.

The Superintendent or designee shall make epinephrine auto-injectors available at each school for providing emergency medical aid to any person suffering, or reasonably believed to be suffering, from an anaphylactic reaction. (Education Code 49414)

The Superintendent or designee shall make naloxone hydrochloride or another opioid antagonist available for emergency medical aid to any person suffering, or reasonably believed to be suffering, from an opioid overdose. (Education Code 49414.3)

OPTION 1: *The parent/guardian of a student who is a qualified patient pursuant to Health and Safety Code 11362.7-11362.85 may administer medicinal cannabis, excluding medicinal cannabis or cannabis products in a smokeable or vapeable form, to the student at a school site. School personnel are not authorized to administer medicinal cannabis to a student. (Education Code 49414.1)*

Before administering medicinal cannabis at a school site, the parent/guardian shall provide to the principal or designee a valid written medical recommendation for the student to be given medicinal cannabis, which shall be kept on file at the school. The parent/guardian shall sign in at the school site before administering the medication, and shall not administer the medication in a manner that disrupts the educational environment or exposes other students. After the parent/guardian administers the medication, the parent/guardian shall remove any remaining medicinal cannabis from the school site. (Education Code 49414.1)

OPTION 2: *Because of the conflict between state and federal law regarding the legality of medicinal cannabis, the Board prohibits the administration of medicinal cannabis to students on school grounds by parents/guardians or school personnel.*

END OF OPTION 2

The Superintendent or designee shall collaborate with city and county emergency responders, including local public health administrators, to design procedures or measures for addressing an emergency such as a public disaster or epidemic.

Administration of Medication by School Personnel

When allowed by law, medication prescribed to a student by an authorized health care provider may be administered by a school nurse or, when a school nurse or other medically licensed person is unavailable and the physician has authorized administration of medication by unlicensed personnel for a particular student, by other designated school personnel with appropriate training. School nurses and other designated school personnel shall administer medications to students in accordance with law, Board policy, administrative regulation, and, as applicable, the written statement provided by the student's parent/guardian and authorized health care provider. Such personnel shall be afforded appropriate liability protection.

The Superintendent or designee shall ensure that school personnel designated to administer any medication receive appropriate training and, as necessary, retraining from qualified medical personnel before any medication is administered. At a minimum, the training shall cover how and when such medication should be administered, the recognition of symptoms and treatment, emergency follow-up procedures, and the proper documentation and storage of medication. Such trained, unlicensed designated school personnel shall be supervised by, and provided with immediate communication access to, a school nurse, physician, or other appropriate individual.

The Superintendent or designee shall maintain documentation of the training and ongoing supervision, as well as annual written verification of competency of other designated school personnel.

Students

Administering Medication and Monitoring Health Conditions

The Governing Board recognizes that some students may need to take medication prescribed by a physician during the school day in order to be able to attend school. The Superintendent or designee shall develop processes for the administration of medication to such students by school personnel.

Prescribed medication (which includes over-the-counter remedies, nutritional supplements, and herbal remedies) may be administered by the school nurse or other designated school personnel only when the Superintendent or designee has received written statements from both a student's physician and parent/guardian. (Education Code 49423; 5 CCR 600)

School staff who administer medication, including epinephrine auto-injections, to students shall receive training from qualified medical personnel on how such medication should be administered as well as training in the proper documentation and storage of the medication.

Staff authorized to administer the medication shall do so in accordance with administrative regulations and shall be afforded appropriate liability protection.

If the parent/guardian so chooses, he/she may administer the medication to his/her child. In addition, the parent/guardian may designate another individual who is not a school employee to administer the medication to the student.

Self-Administration and Monitoring

Upon written request by the parent/guardian and with the approval of the student's physician, a student with a medical condition that requires frequent treatment, monitoring, or testing may be allowed to self-administer, self-monitor, and/or self-test. The student shall observe universal precautions in the handling of blood and other bodily fluids.

Epinephrine and Naloxone Hydrochloride (or other opioid antagonist) for Emergency Medical Aid

The Superintendent or designee shall make available epinephrine auto-injectors at each school for providing emergency medical aid to any person suffering, or reasonably believed to be suffering from an anaphylactic reaction. (Education Code 49414)

The Board authorizes the Superintendent or designee to make available naloxone hydrochloride or another opioid antagonist for emergency medical aid to any person suffering, or reasonably believed to be suffering, from an opioid overdose. (Education Code 49414.3)

Legal Reference:

EDUCATION CODE

48980 Notification at beginning of term

49407 Liability for treatment

49408 Emergency information

49414 Emergency epinephrine auto-injectors

49414.5 Providing school personnel with voluntary emergency training

49423 Administration of prescribed medication for student

49423.1 Inhaled asthma medication, conditions upon which pupil may carry and self-administer medication

49423.5 Specialized health care services

49426 School nurses
49480 Continuing medication regimen; notice
BUSINESS AND PROFESSIONS CODE
2700-2837 Nursing, especially:
2726 Authority not conferred
2727 Exceptions in general
CODE OF REGULATIONS, TITLE 5
600-611 Administering medication to students

Students

Definitions

Authorized health care provider means an individual who is licensed by the State of California to prescribe or order medication, including, but not limited to, a physician or physician assistant. (Education Code 49423; 5 CCR 601)

Other designated school personnel means any individual employed by the district, including a nonmedical school employee, who has volunteered or consented to administer medication or otherwise assist the student and who may legally administer the medication to the student or assist the student in the administration of the medication. (5 CCR 601, 621)

Medication may include not only a substance dispensed in the United States by prescription, but also a substance that does not require a prescription, such as over-the-counter remedies, nutritional supplements, and herbal remedies. (5 CCR 601)

Epinephrine auto-injector means a disposable delivery device designed for the automatic injection of a premeasured dose of epinephrine into the human body to prevent or treat a life-threatening allergic reaction. (Education Code 49414)

Anaphylaxis means a potentially life-threatening hypersensitivity to a substance, which may result from an insect sting, food allergy, drug reaction, exercise, or other cause. Symptoms may include shortness of breath, wheezing, difficulty breathing, difficulty talking or swallowing, hives, itching, swelling, shock, or asthma. (Education Code 49414)

Opioid antagonist means naloxone hydrochloride or another drug approved by the federal Food and Drug Administration that, when administered, negates or neutralizes in whole or in part the pharmacological effects of an opioid in the body and that has been approved for the treatment of an opioid overdose. (Education Code 49414.3)

Notifications to Parents/Guardians

At the beginning of each school year, the Superintendent or designee shall notify parents/guardians of the options available to students who need to take prescribed medication during the school day and the rights and responsibilities of parents/guardians regarding those options. (Education Code 49480)

In addition, the Superintendent or designee shall inform the parents/guardians of any student on a continuing medication regimen for a nonepisodic condition of the following requirements: (Education Code 49480)

- 1. The parent/guardian is required to inform the school nurse or other designated employee of the medication being taken, the current dosage, and the name of the supervising physician.*
- 2. With the parent/guardian's consent, the school nurse or other designated employee may communicate with the student's physician regarding the medication and its effects and may counsel school personnel regarding the possible effects of the medication on the student's physical, intellectual, and social behavior, as well as possible behavioral signs and symptoms of adverse side effects, omission, or overdose. When a student requires medication during the school day in order to participate in the educational program, the Superintendent or designee shall, as appropriate, inform the student's parents/guardians that the student may qualify for services or accommodations pursuant to the Individuals with Disabilities*

Education Act (20 USC 1400-1482) or Section 504 of the federal Rehabilitation Act of 1973 (29 USC 794).

Parent/Guardian Responsibilities

The responsibilities of the parent/guardian of any student who may need medication during the school day shall include, but are not limited to:

1. Submitting the parent/guardian written statement and the authorized health care provider's written statement each school year as described in the sections "Parent/Guardian Statement" and "Health Care Provider Statement" below. The parent/guardian shall provide a new authorized health care provider's statement if the medication, dosage, frequency of administration, or reason for administration changes. (Education Code 49414.5, 49423, 49423.1; 5 CCR 600, 626)

2. If the student is on a continuing medication regimen for a nonepisodic condition, informing the school nurse or other designated certificated employee of the medication being taken, the current dosage, and the name of the supervising physician, and updating the information when needed. (Education Code 49480)

3. Providing medications in properly labeled, original containers along with the authorized health care provider's instructions. For prescribed or ordered medication, the container also shall bear the name and telephone number of the pharmacy, the student's identification, and the name and phone number of the authorized health care provider. (5 CCR 606)

Parent/Guardian Statement

When district employees are to administer medication to a student, the parent/guardian's written statement shall:

1. Identify the student

2. Grant permission for an authorized district representative to communicate directly with the student's authorized health care provider and pharmacist, as may be necessary, regarding the health care provider's written statement or any other questions that may arise with regard to the medication

3. Contain an acknowledgment that the parent/guardian understands how district employees will administer the medication or otherwise assist the student in its administration

4. Contain an acknowledgment that the parent/guardian understands the responsibilities to provide a written statement from the authorized health care provider, to ensure that the medication is delivered to the school in a proper container by an individual legally authorized to be in possession of the medication, and to provide all necessary supplies and equipment

5. Contain an acknowledgment that the parent/guardian understands the right to terminate the consent for the administration of the medication or for otherwise assisting the student in the administration of medication at any time

In addition to the requirements in items #1-5 above, if a parent/guardian has requested that the student be allowed to carry and self-administer prescription auto-injectable epinephrine or prescription inhaled asthma medication, the parent/guardian's written statement shall: (Education Code 49423, 49423.1)

1. Consent to the self-administration

2. Release the district and school personnel from civil liability if the student suffers an adverse reaction as a result of self-administering the medication

In addition to the requirements in items #1-5 above, if a parent/guardian wishes to designate an individual who is not an employee of the district to administer medication to the student, the parent/guardian's written statement shall clearly identify the individual and shall state:

- 1. The individual's willingness to accept the designation*
- 2. That the individual is permitted to be on the school site*
- 3. Any limitations on the individual's authority*

Health Care Provider Statement

When any district employee is to administer prescribed medication to a student, or when a student is to be allowed to carry and self-administer prescribed medication during school hours, the authorized health care provider's written statement shall include:

- 1. Clear identification of the student (Education Code 49423, 49423.1; 5 CCR 602)*
- 2. The name of the medication (Education Code 49423, 49423.1; 5 CCR 602)*
- 3. The method, amount, and time schedules by which the medication is to be taken (Education Code 49423, 49423.1; 5 CCR 602)*
- 4. If a parent/guardian has requested that the student be allowed to self-administer medication, confirmation that the student is able to self-administer the medication (Education Code 49414.5, 49423, 49423.1; 5 CCR 602)*
- 5. For medication that is to be administered by unlicensed personnel, confirmation by the student's health care provider that the medication may safely and appropriately be administered by unlicensed personnel (Education Code 49423, 49423.1; 5 CCR 602)*
- 6. For medication that is to be administered on an as-needed basis, the specific symptoms that would necessitate administration of the medication, allowable frequency for administration, and indications for referral for medical evaluation*
- 7. Possible side effects of the medication*
- 8. Name, address, telephone number, and signature of the student's authorized health care provider. For self-administration of inhaled asthma medication, the district shall accept a written statement from a physician or surgeon contracted with a health plan licensed pursuant to Health and Safety Code 1351.2. Such written statement shall be in English and Spanish, and shall include the name and contact information for the physician or surgeon. (Education Code 49423.1)*

District Responsibilities

The Superintendent or designee shall ensure that any unlicensed school personnel authorized to administer medication to a student receives appropriate training from the school nurse or other qualified medical personnel.

The school nurse or other designated school personnel shall:

- 1. Administer or assist in administering medication in accordance with the authorized health care provider's written statement*
- 2. Accept delivery of medications from parents/guardians and count and record them upon receipt*

3. *Maintain a list of students needing medication during the school day, including those authorized to self-administer medication, and note on the list the type of medication and the times and dosage to be administered*
4. *Maintain for each student a medication log which may:*
 - a. *Specify the student's name, medication, dose, method of administration, time of administration during the regular school day, date(s) on which the student is required to take the medication, and the authorized health care provider's name and contact information*
 - b. *Contain space for daily recording of the date, time, and amount of medication administered, and the signature of the individual administering the medication*
5. *Maintain for each student a medication record which may include the authorized health care provider's written statement, the parent/guardian's written statement, the medication log, and any other written documentation related to the administration of medication to the student*
6. *Ensure that student confidentiality is appropriately maintained*
7. *Coordinate and, as appropriate, ensure the administration of medication during field trips and other school-related activities*
8. *Report to a student's parent/guardian and the site administrator any refusal by the student to take the medication*
9. *Keep all medication to be administered by the district in a locked drawer or cabinet*
10. *As needed, communicate with a student's authorized health care provider and/or pharmacist regarding the medication and its effects*
11. *Counsel other designated school personnel regarding the possible effects of a medication on a student's physical, intellectual, and social behavior, as well as possible behavioral signs and symptoms of adverse side effects, omission, or overdose*
12. *Ensure that any unused, discontinued, or outdated medication is returned to the student's parent/guardian at the end of the school year or, if the medication cannot be returned, dispose of it in accordance with state laws and local ordinances*
13. *In the event of a medical emergency requiring administration of medication, provide immediate medical assistance, directly observe the student following the administration of medication, contact the student's parent/guardian, and determine whether the student should return to class, rest in the school office, or receive further medical assistance*
14. *Report to the site administrator, the student's parent/guardian, and, if necessary, the student's authorized health care provider any instance when a medication is not administered properly, including administration of the wrong medication or failure to administer the medication in accordance with authorized health care provider's written statement*

Emergency Epinephrine Auto-Injectors

The Superintendent or designee shall provide epinephrine auto-injectors to school nurses or other employees who have volunteered to administer them in an emergency and have received training. The school nurse, or a volunteer employee when a school nurse or physician is unavailable, may administer an

epinephrine auto-injector to provide emergency medical aid to any person suffering, or reasonably believed to be suffering, from potentially life-threatening symptoms of anaphylaxis at school or a school activity. (Education Code 49414)

At least once per school year, the Superintendent or designee shall distribute to all staff a notice requesting volunteers to be trained to administer an epinephrine auto-injector and describing the training that the volunteer will receive. (Education Code 49414)

The principal or designee at each school may designate one or more volunteers to receive initial and annual refresher training, which shall be provided by a school nurse or other qualified person designated by a physician and surgeon authorized pursuant to Education Code 49414 and shall be based on the standards developed by the Superintendent of Public Instruction (SPI). Written materials covering the required topics for training shall be retained by the school for reference. (Education Code 49414)

A school nurse or other qualified supervisor of health, or a district administrator if the district does not have a qualified supervisor of health, shall obtain a prescription for epinephrine auto-injectors for each school from an authorized physician and surgeon. Such prescription may be filled by local or mail order pharmacies or epinephrine auto-injector manufacturers. Elementary schools shall, at a minimum, be provided one adult (regular) and one junior epinephrine auto-injector. Secondary schools shall be provided at least one adult (regular) epinephrine auto-injector, unless there are any students at the school who require a junior epinephrine auto-injector. (Education Code 49414)

If an epinephrine auto-injector is used, the school nurse or other qualified supervisor of health shall restock the epinephrine auto-injector as soon as reasonably possible, but no later than two weeks after it is used. In addition, epinephrine auto-injectors shall be restocked before their expiration date. (Education Code 49414)

Information regarding defense and indemnification provided by the district for any and all civil liability for volunteers administering epinephrine auto-injectors shall be provided to each volunteer and retained in the employee's personnel file. (Education Code 49414)

A school may accept gifts, grants, and donations from any source for the support of the school in carrying out the requirements of Education Code 49414, including, but not limited to, the acceptance of epinephrine auto-injectors from a manufacturer or wholesaler. (Education Code 49414)

The Superintendent or designee shall maintain records regarding the acquisition and disposition of epinephrine auto-injectors for a period of three years from the date the records were created. (Business and Professions Code 4119.2)

Emergency Medication for Opioid Overdose

The district may elect to make emergency naloxone hydrochloride or another opioid antagonist available at schools for the purpose of providing emergency medical aid to persons suffering, or reasonably believed to be suffering, from an opioid overdose. In determining whether to make this medication available, the Superintendent or designee shall evaluate the emergency medical response time to the school and determine whether initiating emergency medical services is an acceptable alternative to providing an opioid antagonist and training personnel to administer the medication. (Education Code 49414.3)

When available at the school site, the school nurse shall provide emergency naloxone hydrochloride or another opioid antagonist for emergency medical aid to any person exhibiting potentially life-threatening symptoms of an opioid overdose at school or a school activity. Other designated personnel who have volunteered and have received training may administer such medication when a school nurse or physician is

unavailable, and shall only administer the medication by nasal spray or auto-injector. (Education Code 49414.3)

At least once per school year, the Superintendent or designee shall distribute to all staff a notice requesting volunteers to be trained to administer naloxone hydrochloride or another opioid antagonist, describing the training that the volunteer will receive, and explaining the right of the volunteer to rescind the offer to volunteer at any time, including after receiving training. The notice shall also include a statement that no benefit will be granted to or withheld from any employee based on the offer to volunteer and that there will be no retaliation against any employee for rescinding the offer to volunteer. (Education Code 49414.3)

The principal or designee may designate one or more volunteer employees to receive initial and annual refresher training, based on standards adopted by the SPI, regarding the storage and emergency use of naloxone hydrochloride or another opioid antagonist. The training shall be provided at no cost to the employee, conducted during regular working hours, and be provided by a school nurse or other qualified person designated by an authorizing physician and surgeon. Written materials provided during the training shall be retained at the school for reference. (Education Code 49414.3)

A school nurse, other qualified supervisor of health, or, if the district does not have a qualified supervisor of health, a district administrator shall obtain a prescription for naloxone hydrochloride or another opioid antagonist for each school from an authorized physician and surgeon. Such prescription may be filled by local or mail order pharmacies or manufacturers. (Education Code 49414.3)

If the medication is used, the school nurse, other qualified supervisor of health, or district administrator, as applicable, shall restock the medication as soon as reasonably possible, but no later than two weeks after it is used. In addition, the medication shall be restocked before its expiration date. (Education Code 49414.3)

Information regarding defense and indemnification provided by the district for any and all civil liability for volunteers administering naloxone hydrochloride or another opioid antagonist for emergency aid shall be provided to each volunteer and retained in the employee's personnel file. (Education Code 49414.3)

A school may accept gifts, grants, and donations from any source for the support of the school in carrying out the requirements of Education Code 49414.3, including, but not limited to, the acceptance of the naloxone hydrochloride or another opioid antagonist from a manufacturer or wholesaler. (Education Code 49414.3)

The Superintendent or designee shall maintain records regarding the acquisition and disposition of naloxone hydrochloride or another opioid antagonist for a period of three years from the date the records were created. (Business and Professions Code 4119.8)

Students

Administering Medication and Monitoring Health Conditions

Definitions

Authorized health care provider means an individual who is licensed by the State of California to prescribe or order medication, including, but not limited to, a physician or physician assistant. (Education Code 49423; 5 CCR 601)

Other designated school personnel means any individual employed by the district, including a nonmedical school employee, who has volunteered or consented to administer medication or otherwise assist the student and who may legally administer the medication to the student or assist the student in the administration of the medication. (5 CCR 601, 621)

Medication may include not only a substance dispensed in the United States by prescription, but also a substance that does not require a prescription, such as over-the-counter remedies, nutritional supplements, and herbal remedies. (5 CCR 601)

Emergency medical assistance for a student suffering an epileptic seizure means the administration of an emergency antiseizure medication such as diazepam rectal gel and other emergency medications approved by the federal Food and Drug Administration for patients suffering from epileptic seizures. (Education Code 49414.7; 5 CCR 621)

Epinephrine auto-injector means a disposable drug delivery system with a spring-activated needle that is designed for emergency administration of epinephrine to provide rapid, convenient first aid for persons suffering a potentially fatal reaction to anaphylaxis. (Education Code 49414)

Anaphylaxis means a potentially life-threatening hypersensitivity to a substance, which may result from an insect sting, food allergy, drug reaction, exercise, or other cause. Symptoms may include shortness of breath, wheezing, difficulty breathing, difficulty talking or swallowing, hives, itching, swelling, shock, or asthma. (Education Code 49414)

Notifications to Parents/Guardians

At the beginning of each school year, the Superintendent or designee shall notify parents/guardians of the options available to students who need to take prescribed medication during the school day and the rights and responsibilities of parents/guardians regarding those options. (Education Code 49480)

In addition, the Superintendent or designee shall inform the parents/guardians of any student on a continuing medication regimen for a non-episodic condition of the following requirements: (Education Code 49480)

1. The parent/guardian is required to inform the school nurse or other designated employee of the medication being taken, the current dosage, and the name of the supervising physician.
2. With the parent/guardian's consent, the school nurse or other designated employee may

communicate with the student's physician regarding the medication and its effects and may counsel school personnel regarding the possible effects of the medication on the student's physical, intellectual, and social behavior, as well as possible behavioral signs and symptoms of adverse side effects, omission, or overdose.

Parent/Guardian Responsibilities

The responsibilities of the parent/guardian of any student who may need medication during the school day shall include, but are not limited to:

- 1. Providing parent/guardian and authorized health care provider written statements each school year as described in the sections "Parent/Guardian Statement" and "Health Care Provider Statement" below. The parent/guardian shall provide a new authorized health care provider's statement if the medication, dosage, frequency of administration, or reason for administration changes. (Education Code 49414.5, 49414.7, 49423, 49423.1; 5 CCR 600, 626)**
- 2. If the student is on a continuing medication regimen for a nonepisodic condition, informing the school nurse or other designated certificated employee of the medication being taken, the current dosage, and the name of the supervising physician and updating the information when needed. (Education Code 49480)**
- 3. If the student suffers from epilepsy, notifying the principal or designee whenever the student has had an emergency antiseizure medication administered to him/her within the past four hours on a school day. (Education Code 49414.7)**
- 4. Providing medications in properly labeled, original containers along with the authorized health care provider's instructions. For prescribed or ordered medication, the container also shall bear the name and telephone number of the pharmacy, the student's identification, and the name and phone number of the authorized health care provider. (5 CCR 606)**

Parent/Guardian Statement

When district employees are to administer medication to a student, the parent/guardian's written statement shall:

- 1. Identify the student**
- 2. Grant permission for an authorized district representative to communicate directly with the student's authorized health care provider and pharmacist, as may be necessary, regarding the health care provider's written statement or any other questions that may arise with regard to the medication**
- 3. Contain an acknowledgment that the parent/guardian understands how district employees will administer the medication or otherwise assist the student in its administration**
- 4. Contain an acknowledgment that the parent/guardian understands his/her responsibilities to enable district employees to administer or otherwise assist the student in the administration of medication, including, but not limited to, the parent/guardian's responsibility to provide a written**

statement from the authorized health care provider, to ensure that the medication is delivered to the school in a proper container by an individual legally authorized to be in possession of the medication, and to provide all necessary supplies and equipment

5. Contain an acknowledgment that the parent/guardian understands that he/she may terminate the consent for the administration of the medication or for otherwise assisting the student in the administration of medication at any time

In addition to the requirements in items #1-5 above, if a parent/guardian has requested that his/her child be allowed to carry and self-administer prescription auto-injectable epinephrine or prescription inhaled asthma medication, the parent/guardian's written statement shall: (Education Code 49423, 49423.1)

1. Consent to the self-administration
2. Release the district and school personnel from civil liability if the student suffers an adverse reaction as a result of self-administering the medication

In addition to the requirements in items #1-5 above, if a parent/guardian wishes to designate an individual who is not an employee of the district to administer medication to his/her child, the parent/guardian's written statement shall clearly identify the individual and shall state:

1. The individual's willingness to accept the designation
2. That the individual is permitted to be on the school site
3. Any limitations on the individual's authority

Health Care Provider Statement

When any district employee is to administer prescribed medication to a student, or when a student is to be allowed to carry and self-administer auto-injectable epinephrine or prescribed diabetes or asthma medication during school hours, the authorized health care provider's written statement shall include:

1. Clear identification of the student (Education Code 49414.7, 49423, 49423.1; 5 CCR 602, 626)
2. The name of the medication (Education Code 49414.7, 49423, 49423.1; 5 CCR 602, 626)
3. The method, amount, and time schedules by which the medication is to be taken (Education Code 49414.7, 49423, 49423.1; 5 CCR 602, 626)
4. If a parent/guardian has requested that his/her child be allowed to self-administer medication, confirmation that the student is able to self-administer the medication (Education Code 49423, 49423.1; 5 CCR 602)

5. For medication that is to be administered on an as-needed basis, the specific symptoms that would necessitate administration of the medication, allowable frequency for administration, and indications for referral for medical evaluation
6. Possible side effects of the medication
7. Name, address, telephone number, and signature of the student's authorized health care provider

When authorizing a district employee to administer emergency anti-seizure medication to a student, the authorized health care provider's written statement shall also include the following: (Education Code 49414.7; 5 CCR 626)

1. Detailed seizure symptoms, including frequency, type, or length of seizures that identify when the administration of the medication becomes necessary
2. Any potential adverse responses by the student and recommended mitigation actions, including when to call emergency services
3. A protocol for observing the student after a seizure, including, but not limited to, whether he/she should rest in the school office or return to his/her class and the length of time he/she should be under direct observation
4. A statement that, following a seizure, a school administrator or other staff member shall contact the school nurse and the student's parent/guardian to continue the observation plan

District Responsibilities

The school nurse or other designated school personnel shall:

1. Administer or assist in administering medication in accordance with the authorized health care provider's written statement
2. Accept delivery of medications from parents/guardians and count and record them upon receipt
3. Maintain a list of students needing medication during the school day, including those authorized to self-administer medication, and note on the list the type of medication and the times and dosage to be administered
4. Maintain for each student a medication log which may:
 - a. Specify the student's name, medication, dose, method of administration, time of administration during the regular school day, date(s) on which the student is required to take the medication, and the authorized health care provider's name and contact information
 - b. Contain space for daily recording of the date, time, and amount of medication administered, and the signature of the individual administering the medication
5. Maintain for each student a medication record which may include the authorized health care

provider's written statement, the parent/guardian's written statement, the medication log, and any other written documentation related to the administration of medication to the student

6. Ensure that student confidentiality is appropriately maintained
7. Coordinate and, as appropriate, ensure the administration of medication during field trips and other school-related activities
8. Report to a student's parent/guardian and the site administrator any refusal by the student to take his/her medication
9. Keep all medication to be administered by the district in a locked drawer or cabinet
10. As needed, communicate with a student's authorized health care provider and/or pharmacist regarding the medication and its effects
11. Counsel other designated school personnel regarding the possible effects of a medication on a student's physical, intellectual, and social behavior, as well as possible behavioral signs and symptoms of adverse side effects, omission, or overdose
12. Ensure that any unused, discontinued, or outdated medication is returned to the student's parent/guardian at the end of the school year or, if the medication cannot be returned, dispose of it in accordance with state laws and local ordinances
13. Provide immediate medical assistance if needed and report to the site administrator, the student's parent/guardian, and, if necessary, the student's authorized health care provider any instance when a medication is not administered properly, including administration of the wrong medication or failure to administer the medication in accordance with authorized health care provider's written statement

Additional Requirements for Management of Epileptic Seizures

In addition to applicable provisions in the sections above, the Superintendent or designee shall make arrangements for assisting students with epilepsy who may suffer a seizure at school. Such arrangements shall include the following: (Education Code 49414.7; 5 CCR 620-627)

1. **Services or Accommodations:** Whenever a parent/guardian requests that a nonmedical district employee be trained to provide emergency medical assistance to his/her child, the parent/guardian shall be notified that the child may qualify for services or accommodations pursuant to 20 USC 1400-1482, the Individuals with Disabilities Education Act (IDEA), or 29 USC 794, Section 504 of the federal Rehabilitation Act of 1973 (Section 504).
2. The Superintendent or designee shall assist the parent/guardian to explore that option and shall encourage him/her to adopt the option if the student is determined to be eligible for such service or accommodation.

If the student's parent/guardian refuses to have him/her assessed for services or accommodations under IDEA or Section 504, the Superintendent or designee may develop an individualized health

plan, seizure action plan, or other appropriate health plan designed to acknowledge and prepare for the student's health care needs in school.

2. Request for Volunteers: The Superintendent or designee shall distribute an electronic notice to school staff no more than twice per school year per student whose parent/guardian has requested provision of emergency medical assistance pursuant to Education Code 49414.7. The notice shall be in bold print and, in accordance with Education Code 49414.7, shall contain a description of the request for a volunteer school employee, the training that such volunteer school employee will receive, the voluntary nature of the program, and the timelines for the volunteer school employee to rescind his/her offer. No other means of soliciting volunteer school employees shall be conducted.

If no employee volunteers to administer emergency antiseizure medication to a student, the Superintendent or designee shall again notify the student's parent/guardian of the option to have the student assessed for services and accommodations under IDEA or Section 504.

3. Training: Any employee who volunteers to administer an emergency antiseizure medication shall receive from a licensed health care professional the training specified in 5 CCR 623 before administering such medication. The training shall include, but is not limited to:

- a. Recognition and treatment of different types of seizures
- b. Administration of an emergency antiseizure medication
- c. Basic emergency follow-up procedures, including, but not limited to, a requirement for the principal or designee to call the emergency 911 telephone number and to contact the student's parent/guardian, but not necessarily to transport the student to an emergency room
- d. Techniques and procedures to ensure student privacy

When a trained employee has not administered an emergency antiseizure medication to a student within two years after completing the training and a student who may need the administration of an emergency antiseizure medication is enrolled in the school, the employee shall be retrained in order to retain the ability to administer an emergency antiseizure medication.

4. Notification of Administration: The Superintendent or designee shall establish a process for notifying the credentialed school nurse, or the Superintendent or designee as applicable, whenever an employee administers an emergency antiseizure medication to a student at a school site.

5. Supervision of Volunteers: Volunteer school employees shall be supervised by a licensed health care professional in accordance with 5 CCR 627.

Emergency Epinephrine Auto-Injectors

The Superintendent or designee shall provide epinephrine auto-injectors to school nurses or other employees who have volunteered to administer them in an emergency and have received training. The school nurse, or a volunteer employee when a school nurse or physician is unavailable, may administer an epinephrine auto-injector to provide emergency medical aid to any person suffering, or

reasonably believed to be suffering, from potentially life-threatening symptoms of anaphylaxis at school or a school activity. (Education Code 49414)

At least once per school year, the Superintendent or designee shall distribute to all staff a notice requesting volunteers to be trained to administer an epinephrine auto-injector and describing the training that the volunteer will receive. (Education Code 49414)

The principal or designee at each school may designate one or more volunteers to receive initial and annual refresher training, which shall be provided by a school nurse or other qualified person designated by a physician and surgeon authorized pursuant to Education Code 49414, and shall be based on the standards developed by the Superintendent of Public Instruction. Written materials covering the required topics for training shall be retained by the school for reference. (Education Code 49414)

A school nurse or other qualified supervisor of health, or a district administrator if the district does not have a qualified supervisor of health, shall obtain a prescription for epinephrine auto-injectors for each school from an authorized physician and surgeon. Such prescription may be filled by local or mail order pharmacies or epinephrine auto-injector manufacturers. Elementary schools shall, at a minimum, be provided one adult (regular) and one junior epinephrine auto-injector. Secondary schools shall be provided at least one adult (regular) epinephrine auto-injector, unless there are any students at the school who require a junior epinephrine auto-injector. (Education Code 49414)

If an epinephrine auto-injector is used, the school nurse or other qualified supervisor of health shall restock the epinephrine auto-injector as soon as reasonably possible, but no later than two weeks after it is used. In addition, epinephrine auto-injectors shall be restocked before their expiration date. (Education Code 49414)

Information regarding defense and indemnification provided by the district for any and all civil liability for volunteers administering epinephrine auto-injectors shall be provided to each volunteer and retained in his/her personnel file. (Education Code 49414)

A school may accept gifts, grants, and donations from any source for the support of the school in carrying of the requirements of Education Code 49414, including, but not limited to, the acceptance of epinephrine auto-injectors from a manufacturer or wholesaler. (Education Code 49414)

The Superintendent or designee shall maintain records regarding the acquisition and disposition of epinephrine auto-injectors for a period of three years from the date the records were created. (Business and Professions Code 4119.2)

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Uniform Complaint Procedures (UCP)

The Governing Board recognizes that the district has the primary responsibility to ensure compliance with applicable state and federal laws and regulations governing educational programs. The Board encourages the early resolution of complaints whenever possible. To resolve complaints which may require a more formal process, the Board adopts the uniform system of complaint processes specified in 5 CCR 4600-4670 and the accompanying administrative regulation.

Complaints Subject to UCP

The district's uniform complaint procedures (UCP) shall be used to investigate and resolve complaints regarding the following programs and activities:

- 1. Accommodations for pregnant and parenting students (Education Code 46015)*
- 2. Adult education programs (Education Code 8500-8538, 52334.7, 52500-52617)*
- 3. After School Education and Safety programs (Education Code 8482-8484.65)*
- 4. Agricultural career technical education (Education Code 52460-52462)*
- 5. Career technical and technical education and career technical and technical training programs (Education Code 52300-52462)*
- 6. Child care and development programs (Education Code 8200-8488)*
- 7. Compensatory education (Education Code 54400)*
Consolidated categorical aid programs (Education Code 33315; 34 CFR 299.10-299.12)
- 8. Course periods without educational content (Education Code 51228.1-51228.3)*
- 9. Discrimination, harassment, intimidation, or bullying in district programs and activities, including in those programs or activities funded directly by or that receive or benefit from any state financial assistance, based on a person's actual or perceived characteristics of race or ethnicity, color, ancestry, nationality, national origin, immigration status, ethnic group identification, age, religion, marital status, pregnancy, parental status, physical or mental disability, medical condition, sex, sexual orientation, gender, gender identity, gender expression, or genetic information, or any other characteristic identified in Education Code 200 or 220, Government Code 11135, or Penal Code 422.55, or based on the person's association with a person or group with one or more of these actual or perceived characteristics (5 CCR 4610)*
- 10. Educational and graduation requirements for students in foster care, homeless students, students from military families, and students formerly in a juvenile court school (Education Code 48645.7, 48853, 48853.5, 49069.5, 51225.1, 51225.2)*
- 11. Every Student Succeeds Act (Education Code 52059.5; 20 USC 6301 et seq.)*
- 12. Local control and accountability plan (Education Code 52075)*

13. *Migrant education (Education Code 54440-54445)*
14. *Physical education instructional minutes (Education Code 51210, 51222, 51223)*
15. *Student fees (Education Code 49010-49013)*
16. *Reasonable accommodations to a lactating student (Education Code 222)*
17. *Regional occupational centers and programs (Education Code 52300-52334.7)*
18. *School plans for student achievement as required for the consolidated application for specified federal and/or state categorical funding (Education Code 64001)*
19. *School safety plans (Education Code 32280-32289)*
20. *School site councils as required for the consolidated application for specified federal and/or state categorical funding (Education Code 65000)*
21. *State preschool programs (Education Code 8207-8225)*
22. *State preschool health and safety issues in license-exempt programs (Education Code 8212)*
23. *Any complaint alleging retaliation against a complainant or other participant in the complaint process or anyone who has acted to uncover or report a violation subject to this policy*
24. *Any other state or federal educational program the Superintendent of Public Instruction or designee deems appropriate*
The Board recognizes that alternative dispute resolution (ADR) can, depending on the nature of the allegations, offer a process for resolving a complaint in a manner that is acceptable to all parties. An ADR process such as mediation may be offered to resolve complaints that involve more than one student and no adult. However, mediation shall not be offered or used to resolve any complaint involving sexual assault or where there is a reasonable risk that a party to the mediation would feel compelled to participate. The Superintendent or designee shall ensure that the use of ADR is consistent with state and federal laws and regulations.

The district shall protect all complainants from retaliation. In investigating complaints, the confidentiality of the parties involved shall be protected as required by law. For any complaint alleging retaliation or unlawful discrimination (such as discriminatory harassment, intimidation, or bullying), the Superintendent or designee shall keep the identity of the complainant, and/or the subject of the complaint if different from the complainant, confidential when appropriate and as long as the integrity of the complaint process is maintained.

When an allegation that is not subject to UCP is included in a UCP complaint, the district shall refer the non-UCP allegation to the appropriate staff or agency and shall investigate and, if appropriate, resolve the UCP-related allegation(s) through the district's UCP.

The Superintendent or designee shall provide training to district staff to ensure awareness and knowledge of current law and requirements related to UCP, including the steps and timelines specified in this policy and the accompanying administrative regulation.

The Superintendent or designee shall maintain a record of each complaint and subsequent related actions, including steps taken during the investigation and all information required for compliance with 5 CCR 4631 and 4633.

Non-UCP Complaints

The following complaints shall not be subject to the district's UCP but shall be investigated and resolved by the specified agency or through an alternative process:

- 1. Any complaint alleging child abuse or neglect shall be referred to the County Department of Social Services Protective Services Division or the appropriate law enforcement agency. (5 CCR 4611)*
- 2. Any complaint alleging health and safety violations by a child development program shall, for licensed facilities, be referred to Department of Social Services. (5 CCR 4611)*
- 3. Any complaint alleging that a student, while in an education program or activity in which the district exercises substantial control over the context and respondent, was subjected to sexual harassment as defined in 34 CFR 106.30 shall be addressed through the federal Title IX complaint procedures adopted pursuant to 34 CFR 106.44-106.45, as specified in AR 5145.71 - Title IX Sexual Harassment Complaint Procedures.*
- 4. Any complaint alleging employment discrimination or harassment shall be investigated and resolved by the district in accordance with the procedures specified in AR 4030 - Nondiscrimination in Employment, including the right to file the complaint with the California Department of Fair Employment and Housing.*
- 5. Any complaint alleging a violation of a state or federal law or regulation related to special education, a settlement agreement related to the provision of a free appropriate public education (FAPE), failure or refusal to implement a due process hearing order to which the district is subject, or a physical safety concern that interferes with the district's provision of FAPE shall be submitted to the California Department of Education (CDE) in accordance with AR 6159.1 - Procedural Safeguards and Complaints for Special Education. (5 CCR 3200-3205)*
- 6. Any complaint alleging noncompliance of the district's food service program with laws regarding meal counting and claiming, reimbursable meals, eligibility of children or adults, or use of cafeteria funds and allowable expenses shall be filed with or referred to CDE in accordance with BP 3555 - Nutrition Program Compliance. (5 CCR 15580-15584)*
- 7. Any allegation of discrimination based on race, color, national origin, sex, age, or disability in the district's food service program shall be filed with or referred to the U.S. Department of Agriculture in accordance with BP 3555 - Nutrition Program Compliance. (5 CCR 15582)*
- 8. Any complaint related to sufficiency of textbooks or instructional materials, emergency or urgent facilities conditions that pose a threat to the health or safety of students or staff, or teacher*

vacancies and misassignments shall be investigated and resolved in accordance with AR 1312.4 - Williams Uniform Complaint Procedures. (Education Code 35186)

Guidance to Federal Financial Assistance Recipients Regarding Title VI Prohibition Against National Origin Discrimination Affecting Limited English Proficient Persons, 2002

WEB SITES

CSBA: <http://www.csba.org>

California Department of Education: <http://www.cde.ca.gov>

Family Policy Compliance Office: <http://www2.ed.gov/policy/gen/guid/fpco>

U.S. Department of Education, Office for Civil Rights: <http://www.ed.gov/ocr>

U.S. Department of Justice: <http://www.justice.gov>

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Uniform Complaint Procedures (UCP)

The Governing Board recognizes that the district has the primary responsibility to ensure compliance with applicable state and federal laws and regulations governing educational programs. The Board encourages early resolution of complaints whenever possible. To resolve complaints which may require a more formal process, the Board adopts the uniform system of complaint processes specified in 5 CCR [4600-4670](#) and the accompanying administrative regulation.

Complaints Subject to UCP

The district's uniform complaint procedures (UCP) shall be used to investigate and resolve the following complaints:

1. Any complaint alleging district violation of applicable state or federal laws or regulations governing any program subject to the UCP which is offered by the district, including adult education programs; After School Education and Safety programs; agricultural career technical education; federal career technical education; child care and development programs; child nutrition programs; compensatory education; consolidated categorical aid programs; the federal Every Student Succeeds Act; migrant education; Regional Occupational Centers and Programs; school safety plans; California State Preschool Programs; and any other district-implemented state categorical program that is not funded through the local control funding formula pursuant to Education Code [64000](#)
2. Any complaint, by a student, employee, or other person participating in a district program or activity, alleging the occurrence of unlawful discrimination (such as discriminatory harassment, intimidation, or bullying) in district programs and activities, including in those programs or activities funded directly by or that receive or benefit from any state financial assistance, based on the person's actual or perceived characteristics of race or ethnicity, color, ancestry, nationality, national origin, immigration status, ethnic group identification, age, religion, marital status, pregnancy, parental status, physical or mental disability, medical condition, sex, sexual orientation, gender, gender identity, gender expression, or genetic information, or any other characteristic identified in Education Code [200](#) or [220](#), Government Code [11135](#), or Penal Code [422.55](#), or based on the person's association with a person or group with one or more of these actual or perceived characteristics (5 CCR [4610](#))
3. Any complaint alleging district noncompliance with the requirement to provide reasonable accommodation to a lactating student on school campus to express breast milk, breastfeed an infant child, or address other breastfeeding-related needs of the student (Education Code [222](#))
4. Any complaint alleging district noncompliance with requirements to provide a pregnant or parenting student the accommodations specified in Education Code 46015, including those related to the provision of parental leave, right of return to the school of previous enrollment or to an alternative education program, if desired, and possible enrollment in school for a fifth year of instruction to enable the student to complete state and Board-imposed graduation requirements (Education Code 46015)
5. Any complaint alleging district noncompliance with the prohibition against requiring students to pay fees, deposits, or other charges for participation in educational activities (5 CCR [4610](#))
6. Any complaint alleging district noncompliance with applicable requirements of Education Code [52060-52077](#) related to the implementation of the local control and accountability plan, including the development of a local control funding formula budget overview for parents/guardians (Education Code [52075](#))
7. Any complaint alleging noncompliance with requirements related to the development of a school plan for student achievement or the establishment of a school site council, as required for the consolidated

application for specified federal and/or state categorical funding (Education Code [64000-64001](#), 65000-65001)

8. Any complaint, by or on behalf of a student who is a foster youth as defined in Education Code [51225.2](#), alleging district noncompliance with any requirement applicable to the student regarding placement decisions; the responsibilities of the district's educational liaison to the student; the award of credit for coursework satisfactorily completed in another school, district, or country; school or records transfer; or the grant of an exemption from Board-imposed graduation requirements (Education Code [48853](#), [48853.5](#), 49069.5, [51225.1](#), [51225.2](#))

9. Any complaint, by or on behalf of a student who transfers into the district after the second year of high school and is a homeless child or youth as defined in 42 USC [11434a](#), a former juvenile court school student currently enrolled in the district, a child of a military family as defined in Education Code [49701](#), or a migrant student as defined in Education Code [54441](#), or by or on behalf of an immigrant student participating in a newcomer program as defined in Education Code [51225.2](#) in the third or fourth year of high school, alleging district noncompliance with any requirement applicable to the student regarding the grant of an exemption from Board-imposed graduation requirements (Education Code [51225.1](#))

10. Any complaint, by or on behalf of a student who is a homeless child or youth as defined in 42 USC [11434a](#), a former juvenile court school student, a child of a military family as defined in Education Code [49701](#), a migrant child as defined in Education Code [54441](#), or a newly arrived immigrant student who is participating in a newcomer program as defined in Education Code [51225.2](#), alleging district noncompliance with requirements for the award of credit for coursework satisfactorily completed in another school, district, or country (Education Code [51225.2](#))

11. Any complaint alleging district noncompliance with the requirements of Education Code [51228.1](#) and [51228.2](#) that prohibit the assignment of a student in grades 9-12 to a course without educational content for more than one week in any semester or to a course the student has previously satisfactorily completed, without meeting specified conditions (Education Code [51228.3](#))

12. Any complaint alleging district noncompliance with the physical education instructional minutes requirement (Education Code [51210](#), [51222](#), [51223](#))

(cf. [6142.7](#) - Physical Education and Activity)

13. Complaints regarding the noncompliance of a license-exempt California State Preschool Program (CSPP) with health and safety standards specified in Health and Safety Code [1596.7925](#) and related state regulations (Education Code [8235.5](#); Health and Safety Code [1596.7925](#))

14. Any complaint alleging retaliation against a complainant or other participant in the complaint process or anyone who has acted to uncover or report a violation subject to this policy

15. Any other complaint as specified in district policy

The Board recognizes that alternative dispute resolution (ADR) can, depending on the nature of the allegations, offer a process for resolving a complaint in a manner that is acceptable to all parties. An ADR process such as mediation may be offered to resolve complaints that involve more than one student and no adult. However, mediation shall not be offered or used to resolve any complaint involving sexual assault or where there is a reasonable risk that a party to the mediation would feel compelled to participate. The Superintendent or designee shall ensure that the use of ADR is consistent with state and federal laws and regulations.

The district shall protect all complainants from retaliation. In investigating complaints, the confidentiality of the parties involved shall be protected as required by law. For any complaint alleging retaliation or

unlawful discrimination (such as discriminatory harassment, intimidation, or bullying), the Superintendent or designee shall keep the identity of the complainant, and/or the subject of the complaint if different from the complainant, confidential when appropriate and as long as the integrity of the complaint process is maintained.

When an allegation that is not subject to UCP is included in a UCP complaint, the district shall refer the non-UCP allegation to the appropriate staff or agency and shall investigate and, if appropriate, resolve the UCP-related allegation(s) through the district's UCP.

The Superintendent or designee shall provide training to district staff to ensure awareness and knowledge of current law and requirements related to UCP, including the steps and timelines specified in this policy and the accompanying administrative regulation.

The Superintendent or designee shall maintain a record of each complaint and subsequent related actions, including steps taken during the investigation and all information required for compliance with 5 CCR [4631](#) and [4633](#).

Non-UCP Complaints

The following complaints shall not be subject to the district's UCP but shall be referred to the specified agency: (5 CCR [4611](#))

1. Any complaint alleging child abuse or neglect shall be referred to the County Department of Social Services Protective Services Division and the appropriate law enforcement agency.
2. Any complaint alleging health and safety violations by a child development program shall, for licensed facilities, be referred to Department of Social Services and shall, for licensing-exempt facilities, be referred to the appropriate Child Development regional administrator.
3. Any complaint alleging fraud shall be referred to the Legal, Audits and Compliance Branch of the California Department of Education.

Any complaint alleging employment discrimination or harassment shall be investigated and resolved by the district in accordance with the procedures specified in AR 4030 - Nondiscrimination in Employment, including the right to file the complaint with the California Department of Fair Employment and Housing.

Any complaint related to sufficiency of textbooks or instructional materials, emergency or urgent facilities conditions that pose a threat to the health or safety of students or staff, or teacher vacancies and misassignments shall be investigated and resolved in accordance with the procedures in AR 1312.4 - Williams Uniform Complaint Procedures. (Education Code [8235.5](#), [35186](#))

Legal Reference:

EDUCATION CODE

[200-262.4](#) Prohibition of discrimination

[8200-8498](#) Child care and development programs

[8500-8538](#) Adult basic education

[18100-18203](#) School libraries

[32280-32289](#) School safety plan, uniform complaint procedures

[35186](#) Williams uniform complaint procedures

46015 Parental leave for students

[48853-48853.5](#) Foster youth

[48985](#) Notices in language other than English

[49010-49014](#) Student fees

[49060-49079](#) Student records, especially:

49069.5 Records of foster youth

[49490-49590](#) Child nutrition programs

[49701](#) Interstate Compact on Educational Opportunity for Military Children

[51210](#) Courses of study grades 1-6

[51222](#) Physical education, secondary schools

[51223](#) Physical education, elementary schools

[51225.1-51225.2](#) Foster youth, homeless children, former juvenile court school students, military-connected students, migrant students, and newly arrived immigrant students; course credits; graduation requirements

[51226-51226.1](#) Career technical education

[51228.1-51228.3](#) Course periods without educational content

[52060-52077](#) Local control and accountability plan, especially:

[52075](#) Complaint for lack of compliance with local control and accountability plan requirements

[52300-52462](#) Career technical education

[52500-52616.24](#) Adult schools

[54400-54425](#) Compensatory education programs

[54440-54445](#) Migrant education

[54460-54529](#) Compensatory education programs

[59000-59300](#) Special schools and centers

[64000-64001](#) Consolidated application process; school plan for student achievement

65000-65001 School site councils

GOVERNMENT CODE

[11135](#) Nondiscrimination in programs or activities funded by state

[12900-12996](#) Fair Employment and Housing Act

HEALTH AND SAFETY CODE

[1596.792](#) California Child Day Care Act; general provisions and definitions

[1596.7925](#) California Child Day Care Act; health and safety regulations

PENAL CODE

[422.55](#) Hate crime; definition

[422.6](#) Interference with constitutional right or privilege

CODE OF REGULATIONS, TITLE 2

[11023](#) Harassment and discrimination prevention and correction

CODE OF REGULATIONS, TITLE 5

[4600-4670](#) Uniform complaint procedures

[4680-4687](#) Williams uniform complaint procedures

[4900-4965](#) Nondiscrimination in elementary and secondary education programs

UNITED STATES CODE, TITLE 20

[1221](#) Application of laws

[1232g](#) Family Educational Rights and Privacy Act

[1681-1688](#) Title IX of the Education Amendments of 1972

[6301-6576](#) Title I Improving the Academic Achievement of the Disadvantaged

6801-7014 Title III language instruction for limited English proficient and immigrant students

UNITED STATES CODE, TITLE 29

[794](#) Section 504 of Rehabilitation Act of 1973

UNITED STATES CODE, TITLE 42

[2000d-2000e-17](#) Title VI and Title VII Civil Rights Act of 1964, as amended

[2000h-2-2000h-6](#) Title IX of the Civil Rights Act of 1964

6101-6107 Age Discrimination Act of 1975

12101-12213 Title II equal opportunity for individuals with disabilities

CODE OF FEDERAL REGULATIONS, TITLE 28

[35.107](#) Nondiscrimination on basis of disability; complaints

CODE OF FEDERAL REGULATIONS, TITLE 34

[99.1-99.67](#) Family Educational Rights and Privacy Act

[100.3](#) Prohibition of discrimination on basis of race, color or national origin

[104.7](#) Designation of responsible employee for Section 504

[106.8](#) Designation of responsible employee for Title IX

[106.9](#) Notification of nondiscrimination on basis of sex

[110.25](#) Notification of nondiscrimination on the basis of age

Management Resources:

CALIFORNIA DEPARTMENT OF EDUCATION PUBLICATIONS

Uniform Complaint Procedure 2020-21 Program Instrument

Sample UCP Board Policies and Procedures

U.S. DEPARTMENT OF EDUCATION, OFFICE FOR CIVIL RIGHTS PUBLICATIONS

Dear Colleague Letter, September 22, 2017

Dear Colleague Letter: Title IX Coordinators, April 2015

Dear Colleague Letter: Responding to Bullying of Students with Disabilities, October 2014

Dear Colleague Letter: Harassment and Bullying, October 2010

Revised Sexual Harassment Guidance: Harassment of Students by School Employees, Other Students, or Third Parties, January 2001

U.S. DEPARTMENT OF JUSTICE PUBLICATIONS

Guidance to Federal Financial Assistance Recipients Regarding Title VI Prohibition Against National Origin Discrimination Affecting Limited English Proficient Persons, 2002

WEB SITES

CSBA: <http://www.csba.org>

California Department of Education: <http://www.cde.ca.gov>

Family Policy Compliance Office: <http://www2.ed.gov/policy/gen/guid/fpco>

U.S. Department of Education, Office for Civil Rights: <http://www.ed.gov/ocr>

U.S. Department of Justice: <http://www.justice.gov>

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Community Relations
Uniform Complaint Procedures
Compliance Officers

The district designates the individual(s), position(s), or unit(s) identified below as responsible for receiving, coordinating, and investigating complaints and for complying with state and federal civil rights laws. The individual(s), position(s), or unit(s) also serve as the compliance officer(s) specified in AR 5145.3 - Nondiscrimination/Harassment responsible for handling complaints regarding unlawful discrimination, harassment, intimidation, or bullying and in AR 5145.7 - Sexual Harassment for handling complaints regarding sexual harassment.

*Jason Morse
Superintendent
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Mendocino, CA 95460
(707) 937-5868
JMorse@mcn.org*

The compliance officer who receives a complaint may assign another compliance officer to investigate and resolve the complaint. The compliance officer shall promptly notify the complainant and respondent if another compliance officer is assigned to the complaint.

In no instance shall a compliance officer be assigned to a complaint in which the compliance officer has a bias or conflict of interest that would prohibit the fair investigation or resolution of the complaint. Any complaint against a compliance officer or that raises a concern about the compliance officer's ability to investigate the complaint fairly and without bias shall be filed with the Superintendent or designee who shall determine how the complaint will be investigated.

The Superintendent or designee shall ensure that employees assigned to investigate and resolve complaints receive training and are knowledgeable about the laws and programs at issue in the complaints to which they are assigned. Training provided to such employees shall cover current state and federal laws and regulations governing the program; applicable processes for investigating and resolving complaints, including those alleging unlawful discrimination, harassment, intimidation, or bullying; applicable standards for reaching decisions on complaints; and appropriate corrective measures. Assigned employees may have access to legal counsel as determined by the Superintendent or designee.

The compliance officer or, if necessary, an appropriate administrator shall determine whether interim measures are necessary during an investigation and while the result is pending. If interim measures are determined to be necessary, the compliance officer or the administrator shall consult with the Superintendent, the Superintendent's designee, or, if appropriate, the site principal to implement one or more interim measures. The interim measures shall remain in place until the compliance officer determines that they are no longer necessary or until the district issues its final written decision, whichever occurs first.

Notifications

The district's UCP policy and administrative regulation shall be posted in all district schools and offices, including staff lounges and student government meeting rooms. (Education Code 234.1)

In addition, the Superintendent or designee shall annually provide written notification of the district's UCP to students, employees, parents/guardians of district students, district advisory committee members, school advisory committee members, appropriate private school officials or representatives, and other interested parties. (5 CCR

The notice shall include:

- 1. A statement that the district is primarily responsible for compliance with federal and state laws and regulations, including those related to prohibition of unlawful discrimination, harassment, intimidation, or bullying against any protected group, and a list of all programs and activities that are subject to UCP as identified in the section "Complaints Subject to UCP" in the accompanying Board policy*
- 2. The title of the position responsible for processing complaints, the identity of the person(s) currently occupying that position if known, and a statement that such persons will be knowledgeable about the laws and programs that they are assigned to investigate*
- 3. A statement that a UCP complaint, except a complaint alleging unlawful discrimination, harassment, intimidation, or bullying, must be filed no later than one year from the date the alleged violation occurred*
- 4. A statement that a UCP complaint alleging unlawful discrimination, harassment, intimidation, or bullying must be filed no later than six months from the date of the alleged conduct or the date the complainant first obtained knowledge of the facts of the alleged conduct*
- 5. A statement that a student enrolled in a public school shall not be required to pay a fee for participation in an educational activity that constitutes an integral fundamental part of the district's educational program, including curricular and extracurricular activities*
- 6. A statement that a complaint regarding student fees or the local control and accountability plan (LCAP) may be filed anonymously if the complainant provides evidence or information leading to evidence to support the complaint*
- 7. A statement that the district will post a standardized notice of the educational and graduation requirements of foster youth, homeless students, children of military families, and former juvenile court school students now enrolled in the district, as specified in Education Code 48645.7, 48853, 48853.5, 49069.5, 51225.1, and 51225.2, and the complaint process*
- 8. A statement that complaints will be investigated in accordance with the district's UCP and a written decision will be sent to the complainant within 60 days from the receipt of the complaint, unless this time period is extended by written agreement of the complainant*
- 9. A statement that, for programs within the scope of the UCP as specified in the accompanying Board policy, the complainant has a right to appeal the district's investigation report to the California Department of Education (CDE) by filing a written appeal, including a copy of the original complaint and the district's decision, within 30 calendar days of receiving the district's decision*
- 10. A statement advising the complainant of any civil law remedies, including, but not limited to, injunctions, restraining orders, or other remedies or orders that may be available under state or federal laws prohibiting discrimination, harassment, intimidation, or bullying, if applicable*
- 11. A statement that copies of the district's UCP are available free of charge*

The annual notification, complete contact information of the compliance officer(s), and information related to Title IX as required pursuant to Education Code 221.6 shall be posted on the district and district school web sites and may be provided through district-supported social media, if available.

The Superintendent or designee shall ensure that all students and parents/guardians, including students and parents/guardians with limited English proficiency, have access to the relevant information provided in the district's policy, regulation, forms, and notices concerning the UCP.

If 15 percent or more of students enrolled in a particular district school speak a single primary language other than English, the district's UCP policy, regulation, forms, and notices shall be translated into that language, in accordance with Education Code 234.1 and 48985. In all other instances, the district shall ensure meaningful access to all relevant UCP information for parents/guardians with limited English proficiency.

Filing of Complaints

The complaint shall be presented to the compliance officer who shall maintain a log of complaints received, providing each with a code number and a date stamp. If a site administrator not designated as a compliance officer receives a complaint, the site administrator shall notify the compliance officer.

All complaints shall be filed in writing and signed by the complainant. If a complainant is unable to put a complaint in writing due to conditions such as a disability or illiteracy, district staff shall assist in the filing of the complaint. (5 CCR 4600)

Complaints shall also be filed in accordance with the following rules, as applicable:

- 1. A complaint alleging district violation of applicable state or federal law or regulations governing the programs specified in the accompanying Board policy may be filed by any individual, public agency, or organization. (5 CCR 4600)*
- 2. Any complaint alleging noncompliance with law regarding the prohibition against student fees, deposits, and charges or any requirement related to the LCAP may be filed anonymously if the complaint provides evidence, or information leading to evidence, to support an allegation of noncompliance. A complaint about a violation of the prohibition against the charging of unlawful student fees may be filed with the principal of the school or with the Superintendent or designee.*
- 3. A UCP complaint, except for a UCP complaint alleging unlawful discrimination, harassment, intimidation, or bullying, shall be filed no later than one year from the date the alleged violation occurred. For complaints related to the LCAP, the date of the alleged violation is the date when the County Superintendent of Schools approves the LCAP that was adopted by the Governing Board. (5 CCR 4630)*
- 4. A complaint alleging unlawful discrimination, harassment, intimidation, or bullying may be filed only by a person who alleges having personally suffered unlawful discrimination, a person who believes that any specific class of individuals has been subjected to unlawful discrimination, or a duly authorized representative who alleges that an individual student has been subjected to discrimination, harassment, intimidation, or bullying. (5 CCR 4630)*
- 5. A complaint alleging unlawful discrimination, harassment, intimidation, or bullying shall be initiated no later than six months from the date that the alleged unlawful discrimination occurred, or six months from the date that the complainant first obtained knowledge of the facts of the alleged unlawful discrimination. The time for filing may be extended for up to 90 days by the Superintendent or designee for good cause upon written request by the*

complainant setting forth the reasons for the extension. (5 CCR 4630)

6. *When a complaint alleging unlawful discrimination, harassment, intimidation, or bullying is filed anonymously, the compliance officer shall pursue an investigation or other response as appropriate, depending on the specificity and reliability of the information provided and the seriousness of the allegation.*

7. *When a complainant of unlawful discrimination, harassment, intimidation, or bullying or the alleged victim, when not the complainant, requests confidentiality, the compliance officer shall inform the complainant or victim that the request may limit the district's ability to investigate the conduct or take other necessary action. When honoring a request for confidentiality, the district shall nevertheless take all reasonable steps to investigate and resolve/respond to the complaint consistent with the request.*

Mediation

Within three business days after receiving the complaint, the compliance officer may informally discuss with all the parties the possibility of using mediation to resolve the complaint. Mediation shall be offered to resolve complaints that involve more than one student and no adult. However, mediation shall not be offered or used to resolve any complaint involving an allegation of sexual assault or where there is a reasonable risk that a party to the mediation would feel compelled to participate. If the parties agree to mediation, the compliance officer shall make all arrangements for this process.

Before initiating the mediation of a complaint alleging retaliation or unlawful discrimination, harassment, intimidation, or bullying, the compliance officer shall ensure that all parties agree to permit the mediator access to all relevant confidential information. The compliance officer shall also notify all parties of the right to end the informal process at any time.

If the mediation process does not resolve the problem within the parameters of law, the compliance officer shall proceed with an investigation of the complaint.

The use of mediation shall not extend the district's timelines for investigating and resolving the complaint unless the complainant agrees in writing to such an extension of time. If mediation is successful and the complaint is withdrawn, then the district shall take only the actions agreed upon through the mediation. If mediation is unsuccessful, the district shall then continue with subsequent steps specified in this administrative regulation.

Investigation of Complaint

Within 10 business days after the compliance officer receives the complaint, the compliance officer shall begin an investigation into the complaint.

Within one business day of initiating the investigation, the compliance officer shall provide the complainant and/or the complainant's representative with the opportunity to present the information contained in the complaint to the compliance officer and shall notify the complainant and/or representative of the opportunity to present the compliance officer with any evidence, or information leading to evidence, to support the allegations in the complaint. Such evidence or information may be presented at any time during the investigation.

In conducting the investigation, the compliance officer shall collect all available documents and review all available records, notes, or statements related to the complaint, including any additional evidence or information received from the parties during the course of the investigation. The compliance officer shall individually interview all available witnesses with information pertinent to the complaint, and may visit any reasonably accessible location where the relevant actions are alleged to have taken place. At appropriate intervals, the compliance officer shall inform the parties of the status of the investigation.

To investigate a complaint alleging retaliation or unlawful discrimination, harassment, intimidation, or bullying, the compliance officer shall interview the alleged victim(s), any alleged offender(s), and other relevant witnesses privately, separately, and in a confidential manner. As necessary, additional staff or legal counsel may conduct or support the investigation.

A complainant's refusal to provide the district's investigator with documents or other evidence related to the allegations in the complaint, failure or refusal to cooperate in the investigation, or any other obstruction of the investigation may result in the dismissal of the complaint because of a lack of evidence to support the allegation.

Refusal by the district to provide the investigator with access to records and/or information related to the allegations in the complaint, failure or refusal to cooperate in the investigation, or any other obstruction of the investigation may result in a finding based on evidence collected that a violation has occurred and in the imposition of a remedy in favor of the complainant. (5 CCR 4631)

Timeline for Investigation Report

OPTION 1: (Districts that do not allow complainants to appeal to the Board)

Unless extended by written agreement with the complainant, the compliance officer shall prepare and send to the complainant a written investigation report, as described in the section "Investigation Report" below, within 60 calendar days of the district's receipt of the complaint. (5 CCR 4631)

For any complaint alleging unlawful discrimination, harassment, intimidation, and bullying, the respondent shall be informed of any extension of the timeline agreed to by the complainant.

OPTION 2: (Districts that allow complainants to appeal to the Board)

Unless extended by written agreement with the complainant, the investigation report shall be sent to the complainant within 60 calendar days of the district's receipt of the complaint.

Within 30 calendar days of receiving the complaint, the compliance officer shall prepare and send to the complainant a written report, as described in the section "Investigation Report" below. If the complainant is dissatisfied with the compliance officer's decision, the complainant may, within five business days, file the complaint in writing with the Board.

The Board may consider the matter at its next regular Board meeting or at a special Board meeting convened in order to meet the 60-day time limit within which the complaint must be answered. When required by law, the matter shall be considered in closed session. The Board may decide not to hear the complaint, in which case the compliance officer's decision shall be final.

If the Board hears the complaint, the compliance officer shall send the Board's decision to the complainant within 60 calendar days of the district's initial receipt of the complaint or within the time period that has been specified in a written agreement with the complainant. (5 CCR 4631)

For any complaint alleging unlawful discrimination, harassment, intimidation, and bullying, the respondent shall be informed of any extension of the timeline agreed to by the complainant, and, in the same manner as the complainant, may file a complaint with the Board if dissatisfied with the decision.

END OF OPTION 2

Investigation Report

For all complaints, the district's investigation report shall include: (5 CCR 4631)

1. *The findings of fact based on the evidence gathered*
2. *A conclusion providing a clear determination for each allegation as to whether the district is in compliance with the relevant law*
3. *Corrective action(s) whenever the district finds merit in the complaint, including, when required by law, a remedy to all affected students and parents/guardians and, for a student fees complaint, a remedy that complies with Education Code 49013 and 5 CCR 4600*
4. *Notice of the complainant's right to appeal the district's investigation report to CDE, except when the district has used the UCP to address a complaint not specified in 5 CCR 4610*
5. *Procedures to be followed for initiating an appeal to CDE*
The investigation report may also include follow-up procedures to prevent recurrence or retaliation and for reporting any subsequent problems.

In consultation with district legal counsel, information about the relevant part of an investigation report may be communicated to a victim who is not the complainant and to other parties who may be involved in implementing the investigation report or are affected by the complaint, as long as the privacy of the parties is protected. In a complaint alleging unlawful discrimination, harassment, intimidation, and bullying, notice of the investigation report to the alleged victim shall include information about any sanction to be imposed upon the respondent that relates directly to the alleged victim.

If the complaint involves a limited-English-proficient (LEP) student or parent/guardian, then the district's response, if requested by the complainant, and the investigation report shall be written in English and the primary language in which the complaint was filed.

For complaints alleging unlawful discrimination, harassment, intimidation, and bullying based on state law, the investigation report shall also include a notice to the complainant that:

1. *The complainant may pursue available civil law remedies outside of the district's complaint procedures, including, but not limited to, injunctions, restraining orders or other remedies or orders, 60 calendar days after the filing of an appeal with CDE. (Education Code 262.3)*
2. *The 60 days moratorium does not apply to complaints seeking injunctive relief in state courts or to discrimination complaints based on federal law. (Education Code 262.3)*
3. *Complaints alleging discrimination based on race, color, national origin, sex, gender, disability, or age may also be filed with the U.S. Department of Education, Office for Civil Rights at www.ed.gov/ocr within 180 days of the alleged discrimination.*

Corrective Actions

When a complaint is found to have merit, the compliance officer shall adopt any appropriate corrective action permitted by law. Appropriate corrective actions that focus on the larger school or district environment may include, but are not limited to, actions to reinforce district policies; training for faculty, staff, and students; updates to school policies; or school climate surveys.

For complaints involving retaliation or unlawful discrimination, harassment, intimidation, or bullying, appropriate remedies that may be offered to the victim but not communicated to the respondent may include, but are not limited to, the following:

1. *Counseling*
2. *Academic support*
3. *Health services*
4. *Assignment of an escort to allow the victim to move safely about campus*
5. *Information regarding available resources and how to report similar incidents or retaliation*
6. *Separation of the victim from any other individuals involved, provided the separation does not penalize the victim*
7. *Restorative justice*

8. *Follow-up inquiries to ensure that the conduct has stopped and there has been no retaliation*
For complaints of retaliation or unlawful discrimination, harassment, intimidation, or bullying involving a student as the respondent, appropriate corrective actions that may be provided to the student include, but are not limited to, the following:

1. *Transfer from a class or school as permitted by law*
2. *Parent/guardian conference*
3. *Education regarding the impact of the conduct on others*
4. *Positive behavior support*
5. *Referral to a student success team*
6. *Denial of participation in extracurricular or cocurricular activities or other privileges as permitted by law*
7. *Disciplinary action, such as suspension or expulsion, as permitted by law*

When an employee is found to have committed retaliation or unlawful discrimination, harassment, intimidation, or bullying, the district shall take appropriate disciplinary action, up to and including dismissal, in accordance with applicable law and collective bargaining agreement.

The district may also consider training and other interventions for the larger school community to ensure that students, staff, and parents/guardians understand the types of behavior that constitute unlawful discrimination, harassment, intimidation, or bullying, that the district does not tolerate it, and how to report and respond to it.

When a complaint is found to have merit, an appropriate remedy shall be provided to the complainant or other affected person.

However, if a complaint alleging noncompliance with the law regarding student fees, deposits, and other charges, physical education instructional minutes, courses without educational content, or any requirement related to the LCAP is found to have merit, the district shall provide a remedy to all affected students and parents/guardians subject to procedures established by regulation of the State Board of Education. (Education Code 49013, 51222, 51223, 51228.3, 52075)

For complaints alleging noncompliance with the law regarding student fees, the district, by engaging in reasonable efforts, shall attempt in good faith to identify and fully reimburse all affected students and parents/guardians who paid the unlawful student fees within one year prior to the filing of the complaint. (Education Code 49013; 5 CCR 4600)

Appeals to the California Department of Education

Any complainant who is dissatisfied with the district's investigation report on a complaint regarding any specified federal or state educational program subject to UCP may file an appeal in writing with CDE within 30 calendar days of receiving the district's investigation report. (5 CCR 4632)

The appeal shall be sent to CDE with a copy of the original locally filed complaint and a copy of the district's investigation report for that complaint. The complainant shall specify and explain the basis for the appeal, including at least one of the following: (5 CCR 4632)

- 1. The district failed to follow its complaint procedures.*
- 2. Relative to the allegations of the complaint, the district's investigation report lacks material findings of fact necessary to reach a conclusion of law.*
- 3. The material findings of fact in the district's investigation report are not supported by substantial evidence.*
- 4. The legal conclusion in the district's investigation report is inconsistent with the law.*
- 5. In a case in which the district found noncompliance, the corrective actions fail to provide a proper remedy.*

Upon notification by CDE that the district's investigation report has been appealed, the Superintendent or designee shall forward the following documents to CDE within 10 days of the date of notification: (5 CCR 4633)

- 1. A copy of the original complaint*
- 2. A copy of the district's investigation report*
- 3. A copy of the investigation file including, but not limited to, all notes, interviews, and documents submitted by the parties and gathered by the investigator*
- 4. A report of any action taken to resolve the complaint*
- 5. A copy of the district's UCP*
- 6. Other relevant information requested by CDE*

If notified by CDE that the district's investigation report failed to address allegation(s) raised by the complaint, the district shall, within 20 days of the notification, provide CDE and the appellant with an amended investigation report that addresses the allegation(s) that were not addressed in the original investigation report. The amended report shall also inform the appellant of the right to separately appeal the amended report with respect to the allegation(s) that were not addressed in the original report. (5 CCR 4632)

Health and Safety Complaints in License-Exempt Preschool Programs

Any complaint regarding health or safety issues in a license-exempt California State Preschool Program (CSPP) shall be addressed through the procedures described in 5 CCR 4690-4694.

In order to identify appropriate subjects of CSPP health and safety issues pursuant to Health and Safety Code 1596.7925, a notice shall be posted in each license-exempt CSPP classroom in the district notifying parents/guardians, students, and teachers of the health and safety requirements of Title 5 regulations that apply to CSPP programs pursuant to Health and Safety Code 1596.7925 and the location at which to obtain a form to file any complaint alleging noncompliance with those requirements. For this purpose, the Superintendent or designee may download and post a notice available from the CDE web site. (Education Code 8212; 5 CCR 4691)

The district's annual UCP notification distributed pursuant to 5 CCR 4622 shall clearly indicate which of its CSPP programs are operating as exempt from licensing and which CSPP programs are operating pursuant to requirements under Title 22 of the Code of Regulations. (5 CCR 4691)

Any complaint regarding specified health or safety issues in a license-exempt CSPP program shall be filed with the preschool program administrator or designee, and may be filed anonymously. The complaint form shall specify the location for filing the complaint, contain a space to indicate whether the complainant desires a response to the complaint, and allow a complainant to add as much text as desired to explain the complaint. (Education Code 8212; 5 CCR 4690)

If it is determined that the complaint is beyond the authority of the preschool program administrator, the matter shall be forwarded to the Superintendent or designee in a timely manner, not to exceed 10 working days, for resolution. The preschool administrator or the Superintendent or designee shall make all reasonable efforts to investigate any complaint within their authority. (Education Code 8212; 5 CCR 4692)

Investigation of a complaint regarding health or safety issues in a license-exempt CSPP program shall begin within 10 days of receipt of the complaint. (Education Code 8212; 5 CCR 4692)

The preschool administrator or designee shall remedy a valid complaint within a reasonable time period not to exceed 30 working days from the date the complaint was received. If the complainant has indicated on the complaint form a desire to receive a response to the complaint, the preschool administrator or Superintendent's designee shall, within 45 working days of the initial filing of the complaint, report the resolution of the complaint to the complainant and CDE's assigned field consultant. If the preschool administrator makes this report, the information shall be reported at the same time to the Superintendent or designee. (Education Code 8212; 5 CCR 4692)

If a complaint regarding health or safety issues in a license-exempt CSPP program involves an LEP student or parent/guardian, then the district's response, if requested by the complainant, and the investigation report shall be written in English and the primary language in which the complaint was filed.

If a complainant is not satisfied with the resolution of a complaint, the complainant has the right to describe the complaint to the Board at a regularly scheduled hearing and, within 30 days of the date of the written report, may file a written appeal of the district's decision to the Superintendent of Public Instruction in accordance with 5 CCR 4632. (Education Code 8212; 5 CCR 4693, 4694)

All complaints and responses are public records. (5 CCR 4690)

On a quarterly basis, the Superintendent or designee shall report summarized data on the nature and resolution of all CSPP health and safety complaints, including the number of complaints by general subject area with the number of resolved and unresolved complaints, to the Board at a regularly scheduled Board meeting and to the County Superintendent. (5 CCR 4693)

Uniform Complaint Procedures

Compliance Officers

The district designates the individual(s), position(s), or unit(s) identified below as responsible for coordinating the district's response to complaints and for complying with state and federal civil rights laws. The individual(s), position(s), or unit(s) also serve as the compliance officer(s) specified in AR 5145.3 - Nondiscrimination/Harassment responsible for handling complaints regarding unlawful discrimination (such as discriminatory harassment, intimidation, or bullying). The compliance officer(s) shall receive and coordinate the investigation of complaints and shall ensure district compliance with law.

Superintendent Jason Morse
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The compliance officer who receives a complaint may assign another compliance officer to investigate and resolve the complaint. The compliance officer shall promptly notify the complainant and respondent, if applicable, if another compliance officer is assigned to the complaint.

In no instance shall a compliance officer be assigned to a complaint in which the compliance officer has a bias or conflict of interest that would prohibit the fair investigation or resolution of the complaint. Any complaint against a compliance officer or that raises a concern about the compliance officer's ability to investigate the complaint fairly and without bias shall be filed with the Superintendent or designee who shall determine how the complaint will be investigated.

The Superintendent or designee shall ensure that employees assigned to investigate and resolve complaints receive training and are knowledgeable about the laws and programs at issue in the complaints to which they are assigned. Training provided to such employees shall cover current state and federal laws and regulations governing the program, applicable processes for investigating and resolving complaints, including those alleging unlawful discrimination (such as discriminatory harassment, intimidation, or bullying), applicable standards for reaching decisions on complaints, and appropriate corrective measures. Assigned employees may have access to legal counsel as determined by the Superintendent or designee.

The compliance officer or, if necessary, any appropriate administrator shall determine whether interim measures are necessary during and pending the result of an investigation. If interim measures are determined to be necessary, the compliance officer or the administrator shall consult with the Superintendent, the Superintendent's designee, or, if appropriate, the site principal to implement one or more interim measures. The interim measures shall remain in place until the compliance officer determines that they are no longer necessary or until the district issues its final written decision, whichever occurs first.

Notifications

The district's UCP policy and administrative regulation shall be posted in all district schools and offices, including staff lounges and student government meeting rooms. (Education Code 234.1)

In addition, the Superintendent or designee shall annually provide written notification of the district's UCP to students, employees, parents/guardians of district students, district advisory committee members, school advisory committee members, appropriate private school officials or representatives, and other interested parties. (5 CCR 4622)

The notice shall include:

1. A statement that the district is primarily responsible for compliance with federal and state laws and regulations, including those related to prohibition of unlawful discrimination, harassment, intimidation, or bullying against any protected group and all programs and activities that are subject to UCP as identified in the section "Complaints Subject to UCP" in the accompanying Board policy
2. A statement that a complaint regarding student fees or the local control and accountability plan (LCAP) may be filed anonymously if the complainant provides evidence or information leading to evidence to support the complaint
3. A statement that a student enrolled in a public school shall not be required to pay a fee for participation in an educational activity that constitutes an integral fundamental part of the district's educational program, including curricular and extracurricular activities
4. A statement that a complaint regarding student fees must be filed no later than one year from the date the alleged violation occurred
5. A statement that the district will post a standardized notice of the educational rights of foster youth, homeless students, former juvenile court school students now enrolled in the district, children of military families, migrant students, and immigrant students enrolled in a newcomer program, as specified in Education Code [48853](#), [48853.5](#), [49069.5](#), [51225.1](#), and [51225.2](#), and the complaint process
6. Identification of the responsible staff member(s), position(s), or unit(s) designated to receive complaints
7. A statement that complaints will be investigated in accordance with the district's UCP and a written decision will be sent to the complainant within 60 days from the receipt of the complaint, unless this time period is extended by written agreement of the complainant
8. A statement that the complainant has a right to appeal the district's decision to CDE by filing a written appeal, including a copy of the original complaint and the district's decision, within 15 days of receiving the district's decision
9. A statement advising the complainant of any civil law remedies, including, but not limited to, injunctions, restraining orders, or other remedies or orders that may be available under state or federal antidiscrimination laws, if applicable
10. A statement that copies of the district's UCP are available free of charge

The annual notification, complete contact information of the compliance officer(s), and information related to Title IX as required pursuant to Education Code [221.61](#) shall be posted on the district web site and may be provided through district-supported social media, if available.

The Superintendent or designee shall ensure that all students and parents/guardians, including students and parents/guardians with limited English proficiency, have access to the relevant information provided in the district's policy, regulation, forms, and notices concerning the UCP.

If 15 percent or more of students enrolled in a particular district school speak a single primary language other than English, the district's policy, regulation, forms, and notices concerning the UCP shall be translated into that language, in accordance with Education Code [234.1](#) and [48985](#). In all other instances, the district shall ensure meaningful access to all relevant UCP information for parents/guardians with limited English proficiency.

Filing of Complaints

The complaint shall be presented to the compliance officer who shall maintain a log of complaints received, providing each with a code number and a date stamp.

All complaints shall be filed in writing and signed by the complainant. If a complainant is unable to put a complaint in writing due to conditions such as a disability or illiteracy, district staff shall assist in the filing of the complaint. (5 CCR [4600](#))

Complaints shall also be filed in accordance with the following rules, as applicable:

1. A complaint alleging district violation of applicable state or federal law or regulations governing the programs specified in the accompanying Board policy (item #1 of the section "Complaints Subject to UCP") may be filed by any individual, public agency, or organization. (5 CCR [4630](#))
2. Any complaint alleging noncompliance with law regarding the prohibition against student fees, deposits, and charges or any requirement related to the LCAP may be filed anonymously if the complaint provides evidence, or information leading to evidence, to support an allegation of noncompliance. A complaint about a violation of the prohibition against the charging of unlawful student fees may be filed with the principal of the school or with the Superintendent or designee. However, any such complaint shall be filed no later than one year from the date the alleged violation occurred. (Education Code [49013](#), [52075](#); 5 CCR [4630](#))
3. A complaint alleging unlawful discrimination (such as discriminatory harassment, intimidation, or bullying) may be filed only by persons who allege that they have personally suffered unlawful discrimination or who believe that an individual or any specific class of individuals has been subjected to unlawful discrimination. The complaint shall be initiated no later than six months from the date that the alleged unlawful discrimination occurred, or six months from the date that the complainant first obtained knowledge of the facts of the alleged unlawful discrimination. The time for filing may be extended for up to 90 days by the Superintendent or designee for good cause upon written request by the complainant setting forth the reasons for the extension. (5 CCR [4630](#))
4. When a complaint alleging unlawful discrimination (such as discriminatory harassment, intimidation, or bullying) is filed anonymously, the compliance officer shall pursue an investigation or other response as appropriate, depending on the specificity and reliability of the information provided and the seriousness of the allegation.
5. When the complainant of unlawful discrimination (such as discriminatory harassment, intimidation, or bullying) or the alleged victim, when not the complainant, requests confidentiality, the compliance officer shall inform the complainant or victim that the request may limit the district's ability to investigate the conduct or take other necessary action. When honoring a request for confidentiality, the district shall nevertheless take all reasonable steps to investigate and resolve/respond to the complaint consistent with the request.

Mediation

Within three business days after receiving the complaint, the compliance officer may informally discuss with all the parties the possibility of using mediation. Mediation shall be offered to resolve complaints that involve more than one student and no adult. However, mediation shall not be offered or used to resolve any complaint involving an allegation of sexual assault or where there is a reasonable risk that a party to the mediation would feel compelled to participate. If the parties agree to mediation, the compliance officer shall make all arrangements for this process.

Before initiating the mediation of a complaint alleging retaliation or unlawful discrimination (such as discriminatory harassment, intimidation, or bullying), the compliance officer shall ensure that all parties agree to make the mediator a party to relevant confidential information. The compliance officer shall also notify all parties of the right to end the informal process at any time.

If the mediation process does not resolve the problem within the parameters of law, the compliance officer shall proceed with an investigation of the complaint.

The use of mediation shall not extend the district's timelines for investigating and resolving the complaint unless the complainant agrees in writing to such an extension of time. If mediation is successful and the complaint is withdrawn, then the district shall take only the actions agreed upon through the mediation. If mediation is unsuccessful, the district shall then continue with subsequent steps specified in this administrative regulation.

Investigation of Complaint

Within 10 business days after the compliance officer receives the complaint, the compliance officer shall begin an investigation into the complaint.

Within one business day of initiating the investigation, the compliance officer shall provide the complainant and/or the complainant's representative with the opportunity to present the information contained in the complaint to the compliance

officer and shall notify the complainant and/or representative of the opportunity to present the compliance officer with any evidence, or information leading to evidence, to support the allegations in the complaint. Such evidence or information may be presented at any time during the investigation.

In conducting the investigation, the compliance officer shall collect all available documents and review all available records, notes, or statements related to the complaint, including any additional evidence or information received from the parties during the course of the investigation. The compliance officer shall individually interview all available witnesses with information pertinent to the complaint, and may visit any reasonably accessible location where the relevant actions are alleged to have taken place. At appropriate intervals, the compliance officer shall inform both parties of the status of the investigation.

To investigate a complaint alleging retaliation or unlawful discrimination (such as discriminatory harassment, intimidation, or bullying), the compliance officer shall interview the alleged victim(s), any alleged offenders, and other relevant witnesses privately, separately, and in a confidential manner. As necessary, additional staff or legal counsel may conduct or support the investigation.

A complainant's refusal to provide the district's investigator with documents or other evidence related to the allegations in the complaint, failure or refusal to cooperate in the investigation, or engagement in any other obstruction of the investigation may result in the dismissal of the complaint because of a lack of evidence to support the allegation. Similarly, a respondent's refusal to provide the district's investigator with documents or other evidence related to the allegations in the complaint, failure or refusal to cooperate in the investigation, or engagement in any other obstruction of the investigation may result in a finding, based on evidence collected, that a violation has occurred and in the imposition of a remedy in favor of the complainant. (5 CCR [4631](#))

In accordance with law, the district shall provide the investigator with access to records and other information related to the allegation in the complaint and shall not in any way obstruct the investigation. Failure or refusal of the district to cooperate in the investigation may result in a finding based on evidence collected that a violation has occurred and in the imposition of a remedy in favor of the complainant. (5 CCR [4631](#))

Timeline for Final Decision

OPTION 1:

Unless extended by written agreement with the complainant, the compliance officer shall prepare and send to the complainant a written report, as described in the section "Final Written Decision" below, within 60 calendar days of the district's receipt of the complaint. (5 CCR [4631](#))

For any complaint alleging unlawful discrimination (such as discriminatory harassment, intimidation, and bullying), the respondent shall be informed of any extension of the timeline agreed to by the complainant. The respondent also shall be sent the district's final written decision at the same time it is provided to the complainant.

OPTION 2:

Unless extended by written agreement with the complainant, a final decision shall be sent to the complainant within 60 calendar days of the district's receipt of the complaint. Within 30 calendar days of receiving the complaint, the compliance officer shall prepare and send to the complainant a written report, as described in the section "Final Written Decision" below. If the complainant is dissatisfied with the compliance officer's decision, the complainant may, within five business days, file the complaint in writing with the Board.

The Board may consider the matter at its next regular Board meeting or at a special Board meeting convened in order to meet the 60-day time limit within which the complaint must be answered. When required by law, the matter shall be considered in closed session. The Board may decide not to hear the complaint, in which case the compliance officer's decision shall be final.

If the Board hears the complaint, the compliance officer shall send the Board's decision to the complainant within 60 calendar days of the district's initial receipt of the complaint or within the time period that has been specified in a written agreement with the complainant. (5 CCR [4631](#))

For any complaint alleging unlawful discrimination (such as discriminatory harassment, intimidation, and bullying), the respondent shall be informed of any extension of the timeline agreed to by the complainant, shall be sent the district's final written decision, and, in the same manner as the complainant, may file a complaint with the Board if dissatisfied with the decision.

Final Written Decision

For all complaints, the district's final written decision shall include: (5 CCR [4631](#))

1. The findings of fact based on the evidence gathered. In reaching a factual determination, the following factors may be taken into account:

- a. Statements made by any witnesses
- b. The relative credibility of the individuals involved
- c. How the complaining individual reacted to the incident
- d. Any documentary or other evidence relating to the alleged conduct
- e. Past instances of similar conduct by any alleged offenders
- f. Past false allegations made by the complainant

2. The conclusion(s) of law

3. Disposition of the complaint

4. Rationale for such disposition

For complaints of retaliation or unlawful discrimination (such as discriminatory harassment, intimidation, or bullying), the disposition of the complaint shall include a determination for each allegation as to whether retaliation or unlawful discrimination has occurred.

The determination of whether a hostile environment exists may involve consideration of the following:

- a. The manner in which the misconduct affected one or more students' education
- b. The type, frequency, and duration of the misconduct
- c. The relationship between the alleged victim(s) and offender(s)
- d. The number of persons engaged in the conduct and at whom the conduct was directed
- e. The size of the school, location of the incidents, and context in which they occurred
- f. Other incidents at the school involving different individuals

5. Corrective action(s), including any actions that have been taken or will be taken to address the allegations in the complaint and including, with respect to a student fees complaint, a remedy that comports with Education Code [49013](#) and 5 CCR [4600](#)

For complaints of unlawful discrimination (such as discriminatory harassment, intimidation, or bullying), the decision may, as required by law, include:

- a. The corrective actions imposed on the respondent
- b. Individual remedies offered or provided to the complainant or another person who was the subject of the complaint, but this information should not be shared with the respondent.
- c. Systemic measures the school has taken to eliminate a hostile environment and prevent recurrence

6. Notice of the complainant's and respondent's right to appeal the district's decision to CDE within 15 calendar days, and procedures to be followed for initiating such an appeal

The decision may also include follow-up procedures to prevent recurrence or retaliation and for reporting any subsequent problems.

In consultation with district legal counsel, information about the relevant part of a decision may be communicated to a victim who is not the complainant and to other parties who may be involved in implementing the decision or are affected by the complaint, as long as the privacy of the parties is protected. In a complaint alleging unlawful discrimination (such as discriminatory harassment, intimidation, and bullying), notice of the district's decision to the alleged victim shall include information about any sanction to be imposed upon the respondent that relates directly to the alleged victim.

If the complaint involves a limited-English-proficient student or parent/guardian and the student involved is enrolled in a school at which 15 percent or more of the students speak a single primary language other than English, then the decision shall also be translated into that language pursuant to Education Code [48985](#). In all other instances, the district shall ensure meaningful access to all relevant information for parents/guardians with limited English proficiency.

For complaints alleging unlawful discrimination based on state law (such as discriminatory harassment, intimidation, and bullying), the decision shall also include a notice to the complainant that:

1. The complainant may pursue available civil law remedies outside of the district's complaint procedures, including seeking assistance from mediation centers or public/private interest attorneys, 60 calendar days after the filing of an appeal with CDE. (Education Code [262.3](#))
2. The 60 days moratorium does not apply to complaints seeking injunctive relief in state courts or to discrimination complaints based on federal law. (Education Code [262.3](#))
3. Complaints alleging discrimination based on race, color, national origin, sex, gender, disability, or age may also be filed with the U.S. Department of Education, Office for Civil Rights at www.ed.gov/ocr within 180 days of the alleged discrimination.

Corrective Actions

When a complaint is found to have merit, the compliance officer shall adopt any appropriate corrective action permitted by law. Appropriate corrective actions that focus on the larger school or district environment may include, but are not limited to, actions to reinforce district policies; training for faculty, staff, and students; updates to school policies; or school climate surveys.

For complaints involving retaliation or unlawful discrimination (such as discriminatory harassment, intimidation, or bullying), appropriate remedies that may be offered to the victim but not communicated to the respondent may include, but are not limited to, the following:

1. Counseling
2. Academic support
3. Health services
4. Assignment of an escort to allow the victim to move safely about campus
5. Information regarding available resources and how to report similar incidents or retaliation
6. Separation of the victim from any other individuals involved, provided the separation does not penalize the victim
7. Restorative justice
8. Follow-up inquiries to ensure that the conduct has stopped and there has been no retaliation

For complaints involving retaliation or unlawful discrimination (such as discriminatory harassment, intimidation, or bullying), appropriate corrective actions that focus on a student offender may include, but are not limited to, the following:

1. Transfer from a class or school as permitted by law
2. Parent/guardian conference
3. Education regarding the impact of the conduct on others
4. Positive behavior support
5. Referral to a student success team
6. Denial of participation in extracurricular or cocurricular activities or other privileges as permitted by law
7. Disciplinary action, such as suspension or expulsion, as permitted by law

When an employee is found to have committed retaliation or unlawful discrimination (such as discriminatory harassment, intimidation, or bullying), the district shall take appropriate disciplinary action, up to and including dismissal, in accordance with applicable law and collective bargaining agreement.

The district may also consider training and other interventions for the larger school community to ensure that students, staff, and parents/guardians understand the types of behavior that constitute unlawful discrimination (such as discriminatory harassment, intimidation, or bullying), that the district does not tolerate it, and how to report and respond to it.

When a complaint is found to have merit, an appropriate remedy shall be provided to the complainant or other affected person.

However, if a complaint alleging noncompliance with the laws regarding student fees, deposits, and other charges, physical education instructional minutes, or any requirement related to the LCAP is found to have merit, the district shall provide a remedy to all affected students and parents/guardians subject to procedures established by regulation of the State Board of Education. (Education Code [49013](#), [51222](#), [51223](#), [52075](#))

For complaints alleging noncompliance with the laws regarding student fees, the district shall attempt in good faith, by engaging in reasonable efforts, to identify and fully reimburse all affected students and parents/guardians who paid the unlawful student fees within one year prior to the filing of the complaint. (Education Code [49013](#); 5 CCR [4600](#))

Appeals to the California Department of Education

Any complainant who is dissatisfied with the district's final written decision on a complaint regarding any specified federal or state educational program subject to UCP may file an appeal in writing with CDE within 15 calendar days of receiving the district's decision. (5 CCR [4632](#))

The complainant shall specify the basis for the appeal of the decision and how the facts of the district's decision are incorrect and/or the law has been misapplied. The appeal shall be sent to CDE with a copy of the original locally filed complaint and a copy of the district's decision in that complaint. (5 CCR [4632](#))

When a respondent in any complaint alleging unlawful discrimination (such as discriminatory harassment, intimidation, and bullying) is dissatisfied with the district's final written decision, the respondent, in the same manner as the complainant, may file an appeal with CDE.

Upon notification by CDE that the district's decision has been appealed, the Superintendent or designee shall forward the following documents to CDE: (5 CCR [4633](#))

1. A copy of the original complaint
2. A copy of the written decision

3. A summary of the nature and extent of the investigation conducted by the district, if not covered by the decision
4. A copy of the investigation file including, but not limited to, all notes, interviews, and documents submitted by the parties and gathered by the investigator
5. A report of any action taken to resolve the complaint
6. A copy of the district's UCP
7. Other relevant information requested by CDE

Health and Safety Complaints in California State Preschool Program

In each license-exempt CSPP classroom, a notice shall be posted notifying parents/guardians, students, and teachers of the health and safety requirements of Title 5 regulations that apply to CSPP programs pursuant to Health and Safety Code [1596.7925](#) and the location at which to obtain a form to file any complaint alleging noncompliance with those requirements. (Education Code [8235.5](#))

Any complaint regarding specified health or safety issues in a license-exempt CSPP program shall be filed with the preschool program administrator or designee, and may be filed anonymously. The complaint form shall specify the location for filing the complaint and shall contain a space to indicate whether the complainant desires a response to the complaint. If it is determined that the complaint is beyond the authority of the preschool program administrator, the matter shall be forwarded to the Superintendent or designee in a timely manner, not to exceed 10 working days, for resolution. (Education Code [8235.5](#))

Investigation of a complaint regarding health or safety issues in a license-exempt CSPP program shall begin within 10 days of receipt of the complaint. (Education Code [8235.5](#))

The preschool administrator or designee shall remedy a valid complaint within a reasonable time period not to exceed 30 working days from the date the complaint was received. If the complainant has indicated on the complaint form a desire to receive a response to the complaint, the preschool administrator or Superintendent's designee shall report the resolution of the complaint to the complainant within 45 working days of the initial filing of the complaint. If the preschool administrator makes this report, the information shall be reported at the same time to the Superintendent or designee. If a complainant is not satisfied with the resolution of a complaint, the complainant has the right to describe the complaint to the Board at a regularly scheduled meeting. (Education Code [8235.5](#))

A complainant may file a written appeal of the district's decision to CDE in accordance with 5 CCR [4632](#). (Education Code [8235.5](#))

Any such appeal shall be filed within 30 days of receiving the decision.

On a quarterly basis, the Superintendent or designee shall report summarized data on the nature and resolution of all CSPP health and safety complaints, including the number of complaints by general subject area with the number of resolved and unresolved complaints, to the Board at a regularly scheduled Board meeting and to the County Superintendent of Schools.

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Uniform Complaint Procedures (UCP) Annual Notice

NOTICE TO PARENTS/GUARDIANS, STUDENTS, AND TEACHERS: PRESCHOOL COMPLAINT RIGHTS

Parents/Guardians, Students, and Teachers:

Pursuant to Education Code 8212, you are hereby notified that any California State Preschool Program that is exempt from licensure must have:

- 1. Outdoor shade that is safe and in good repair*
- 2. Drinking water that is accessible and readily available throughout the day*
- 3. Safe and sanitary restroom facilities with one toilet and handwashing fixture for every 15 children*
- 4. Restroom facilities that are available only for preschoolers and kindergartners*
- 5. Visual supervision of children at all times*
- 6. Indoor and outdoor space that is properly contained or fenced and provides sufficient space for the number of children using the space at any given time*
- 7. Playground equipment that is safe, in good repair, and age appropriate*

If you choose to file a complaint alleging that any of the above conditions is not being met, your complaint will be addressed through the district's uniform complaint procedures as required by law. A complaint form may be obtained at the school office or district office, or downloaded from the school or district web site. You may also download a copy of the California Department of Education complaint form from the following web site: <http://www.cde.ca.gov/re/cp/uc>. However, a complaint need not be filed using either the district's complaint form or the complaint form from the California Department of Education.

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5/20

Uniform Complaint Procedures (UCP) Annual Notice

PRESCHOOL COMPLAINT FORM:

UNIFORM COMPLAINT PROCEDURES

Education Code 8212 requires that the district's uniform complaint procedures be used for the filing of complaints concerning noncompliance with health and safety standards for license-exempt California State Preschool Programs. The complaint and response are public documents as provided by law. Complaints may be filed anonymously. However, if you wish to receive a response to your complaint, you must provide the contact information below.

Response requested? Yes No

Contact information: (if response is requested)

Name: _____

Address: _____

Phone number: Day: _____ Evening: _____

E-mail address, if any: _____

Date problem was observed: _____

Location of the problem that is the subject of this complaint:

School name/address: _____

Room number/name of room/location of facility: _____

Only the following issues may be the subject of this complaint process. If you wish to complain about an issue not specified below, please contact the school or district for the appropriate district complaint procedure.

Specific issue(s) of the complaint: (Please check all that apply. A complaint may contain more than one allegation.)

The preschool does not have outdoor shade that is safe and in good repair.

Drinking water is not accessible and/or readily available throughout the day.

The preschool does not provide safe and sanitary restroom facilities with one toilet and handwashing fixture for every 15 children.

Restroom facilities are not available only for preschoolers and kindergartners.

The preschool program does not provide visual supervision of children at all times.

Indoor or outdoor space is not properly contained or fenced or does not provide sufficient space for the number of children using the space at any given time.

Playground equipment is not safe, in good repair, or age appropriate.

Please describe the issue of your complaint in detail. You may attach additional pages and include as much text as necessary to fully describe the situation.

Please file this complaint at the following location:

*Jason Morse, Superintendent
District Office
44141 Little Lake Rd, PO Box 1154
Mendocino, CA 95460*

Please provide a signature below. If you wish to remain anonymous, a signature is not required. However, all complaints, even anonymous ones, should be dated.

(Signature) (Date)

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Uniform Complaint Procedures (UCP) Annual Notice

PRESCHOOL COMPLAINT FORM:

UNIFORM COMPLAINT PROCEDURES

Education Code 8235.5 requires that the district's uniform complaint procedures be used for the filing of complaints concerning noncompliance with health and safety standards for license-exempt California State Preschool Programs. The complaint and response are public documents as provided by law. Complaints may be filed anonymously. However, if you wish to receive a response to your complaint, you must provide the contact information below.

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Indoor or outdoor space is not properly contained or fenced or does not provide sufficient space for the number of children using the space at any given time.

Playground equipment is not safe, in good repair, or age appropriate.

Please describe the issue of your complaint in detail. You may attach additional pages and include as much text as necessary to fully describe the situation.

Please file this complaint at the following location:

(preschool administrator or designee)

(address)

Please provide a signature below. If you wish to remain anonymous, a signature is not required. However, all complaints, even anonymous ones, should be dated.

(Signature) (Date)

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Bids

The District has adopted the Uniform Public Construction Cost Accounting Act (Public Contract Code 22000) and therefore shall utilize informal bidding procedures for contracts involving an expenditure between \$60,000 to \$200,000 for a public project, and will utilize formal bidding procedures for a public project involving an expenditure of \$200,000 or more "Public project" includes construction, reconstruction, erection, alteration, renovation, improvement, painting, repainting, demolition, and repair work involving a District owned, leased, or operated facility.

The amount by which contracts other than those for public projects shall be competitively bid shall escalate automatically based upon the annual adjustment by the Superintendent of Public Instruction.

Competitive bids shall be sought through advertisement for contracts exceeding \$99,100 (technical revision) for the following: (PCC 20111)

- 1) The purchase, rent, or lease of equipment, material, or supplies*
- 2) Services excluding construction services, professional services or advice, and insurance services*
- 3) Repairs, including maintenance that is not a public project*

"Maintenance work" means routine, recurring, and usual work for preserving, protecting, and keeping a District facility operating in a safe, efficient, and continually usable condition for the intended purpose for which it was designed, improved, constructed, altered, or repaired. "Maintenance" includes, but is not limited to, carpentry, electrical, plumbing, glazing, and other craft work designed to preserve the facility as well as repairs, cleaning, and other operations on machinery and other permanently attached equipment. This definition does not include, among other types of work, janitorial or custodial services and protection provided by security forces, nor does it include painting, repainting, or decorating other than touchup. (PCC 20115)

Unless otherwise authorized by law, contracts shall be let to the lowest responsible bidder who shall give such security as the Governing Board requires, or else all bids shall be rejected. (PCC 20111, 20112)

When letting a contract for the procurement and/or maintenance of electronic data processing systems and supporting software, the Board may contract with any one of the three lowest responsible bidders. (PCC 20118.1)

The Board shall secure bids for any transportation service expenditure of more than \$10,000 when contemplating that such a contract may be made with a person or corporation other than a common carrier, municipally owned transit system, or a parent/guardian of students who are to be transported. The Board may let this contract to other than the lowest bidder. (Ed Code 39802)

No work, project, service, or purchase shall be split or separated into smaller work orders or projects for the purpose of evading the legal requirements of Public Contract Code 20110-20116 for contracting after competitive bidding. (PCC 20116)

Instructions and Procedures for Bids:

In order to facilitate the informal bidding process, the District shall maintain a list of qualified contractors. The list of contractors is established each November, by mailing a notice to the North Coast and Humboldt Builder's Exchange trade journals inviting all licensed contractors to submit certain information to the District for inclusion on the list. This information includes the following:

- 1) The name and address to which a notice or proposal should be mailed or emailed;*
- 2) A telephone number at which they can be reached;*
- 3) The type of work in which the contractor is interested and for which they are currently licensed; and*
- 4) The class of license(s) they currently possess.*

In addition, the District may include any contractor it desires and must include any contractor who requests to be added to the list during the year, so long as the contractor provides the required information.

*In order to request bids utilizing the **informal** process, the Superintendent or designee shall call for bids by contacting qualified contractors engaged in the appropriate trades two weeks prior to the bid date. The bid request may also be advertised at the option of the Superintendent or designee.*

*In order to request bids utilizing the **formal** process, The Superintendent or designee shall call for bids by advertising in a local newspaper at least once a week for two weeks. The notice shall state the work to be done or materials or supplies to be furnished and the time and place where bids will be opened. The Superintendent shall also provide the North Coast and Humboldt Builder's Exchange trade journals with the Notice Inviting Formal Bids for the Large Contract at least fifteen (15) calendar days before the date of opening the bids. (PCC 22037) The informal or formal notice shall contain the time, date and location of any mandatory pre-bid conference, site visit or meeting. The notice shall also detail when and where project documents, including final plan and specifications, are available. Any such mandatory visit or meeting shall not occur within a minimum of five calendar days of the publication of the initial notice. (PCC 6610)*

Bid instructions and specifications shall include the following requirements and information:

- 1) All bidders, including bidders for printing contracts, shall specify the minimum, if not exact, percentage of recycled product in the products offered, and both the postconsumer and secondary waste content. (PCC 12169, 12213)*
- 2) All bids for construction work shall be presented under sealed cover and shall be accompanied by one of the following forms of bidder's security: (PCC 20107, 20111)*
 - a) Cash*
 - b) A cashier's check made payable to the district*
 - c) A certified check made payable to the District*
 - d) A bidder's bond executed by an admitted surety insurer and made payable to the District*

The security of unsuccessful bidders shall be returned in a reasonable period of time, in no event any later than 60 days after the bid is awarded. (PCC 20111)

- 3) Under no condition shall bids be accepted after the advertised bid opening time, regardless of whether the bids are actually opened at that time. (PCC 20112)*
- 4) When two or more identical bids are received, the Board may determine by lot which bid shall be accepted (PCC 20117)*
- 5) If the district requires that the bid include prices for items that may be added to or deducted from the scope of work in the contract, depending on the availability of funds, the bid solicitation shall specify which one of the following methods will be used to determine the lowest bid. In the absence of such a specification, only the method provided in item #a, below, will be used: (PCC 20103.8)*
 - a. The lowest bid shall be the lowest bid price on the base contract without consideration of the prices on the additive or deductive items.*
 - b. The lowest bid shall be the lowest total of the bid prices on the base contract and those additive or deductive items that were specifically identified in the bid solicitation as being used for the purpose of determining the lowest bid price.*
 - c. The lowest bid shall be the lowest total of the bid prices on the base contract and those additive or deductive items taken in order from a specifically identified list of those items, depending on available funds as identified in the solicitation.*
 - d. The lowest bid shall be determined in a manner that prevents any information that would identify any of the bidders from being revealed to the public entity before the ranking of all bidders from lowest to highest has been determined.*

- 6) *Any subsequent change or alteration of a contract shall be governed by the provisions of Public Contract Code 20118.4.*
- 7) *After being opened, all advertised bids shall be made available for review by all interested parties. (Gov Code 6252)*

Bids Not Required: *Upon a case-by-case determination that it is in the best interests of the District and to the extent permitted by law, the Board may authorize the purchase, lease, or contract for equipment and supplies through a public corporation or agency without advertised bids. (PCC 20118) For projects between \$1000 and \$59,999, the District will attempt to secure 3 quotes for the project and choose the quote that best fits the needs of the District. For projects under \$1000, the District may contact a trusted and proven contractor to complete the job.*

Supplementary textbooks, library books, periodicals, educational films, audiovisual materials, test materials, workbooks, and instructional computer software packages may be purchased without taking estimates or advertising for bids. (PCC 20118.3)

Perishable commodities such as foodstuffs may be purchased through bid or on the open market, depending on District preference (EC 39873)

In an emergency when repairs, alterations, work, or improvement is necessary for the continuance of existing school classes or to avoid danger to life or property, the Board, by unanimous vote and with the approval of the County Superintendent of Schools, may contract for labor and materials or supplies without advertising for or inviting bids. (PCC 20113)

Bids shall also not be required for day labor under circumstances specified in law. Day labor shall include the use of maintenance personnel employed on a permanent or temporary basis. (PCC 20114)

Whenever the total number of hours on the job does not exceed 350 hours, day labor may be used to erect new buildings and for the following purposes: (PCC 20114)

- 1) *School building repairs, alterations, additions*
- 2) *Painting, repainting, or decorating of school buildings*
- 3) *Repair or building of apparatus or equipment*
- 4) *Improvements on school grounds*
- 5) *Maintenance work as defined above*

Sole Sourcing: *Specifications for contracts for construction, alteration, or repair of school facilities may not limit bidding to any one product or supplier. Specifications designating a particular brand name shall list at least two brands of comparable quality and follow the description with the words "or equal." (PCC 3400)*

Specifications for contracts may designate a product by brand or trade name (sole sourcing) when one or more of the following conditions apply: (PCC 3400)

- 1) *The product is designated to match others in use on a particular public improvement that has been completed or is in the course of completion.*
- 2) *One product has a unique application required to be used in the public interest.*
- 3) *Only one brand name is known, or*
- 4) *Upon resolution of the Board, the Board makes a finding that the item sought is the subject of a field test to determine its suitability for future use.*

Prequalification Procedure: *For any contract for which bids are legally required, the Board may require that each prospective bidder complete and submit a standardized questionnaire and financial statement. For this purpose, the Superintendent or designee shall supply a form which requires a complete statement of the bidder's financial ability and experience in performing public works. Prospective bidders shall submit the questionnaire and financial statement at least five days before the date fixed for public opening of sealed bids. The information shall be verified as prescribed by law, and*

bidders must be deemed prequalified by the District at least one day before the fixed bid-opening date. The questionnaires and financial statement shall not be public records and shall not be open to public inspection. (PCC 20111.5)

The Superintendent or designee shall establish a uniform system for rating bidders on the basis of completed questionnaires and financial statements in order to determine the size of contracts on which each bidder is qualified to bid. Bidders must be deemed prequalified by the district at least one day before the fixed bid-opening date. (PCC 20111.5) The Superintendent or designee shall furnish each qualified bidder with a standardized proposal form. Bids not presented on the standard form shall be disregarded. (PCC 20111.5)

The district may establish a procedure for prequalifying bidders on a quarterly basis and may authorize that prequalification be considered valid for up to one calendar year following the date of the initial prequalification. (PCC 20111.5)

Protests by Bidders

A bidder may protest a bid award if he/she believes that the award was inconsistent with Board policy or the bid's specifications or was not in compliance with law.

A protest must be filed in writing with the Superintendent or designee within five working days after receipt of notification of the contract award. The bidder shall submit all documents supporting or justifying the protest. A bidder's failure to timely file a protest shall constitute a waiver of his/her right to protest the award of the contract.

The Superintendent or designee shall review the documents submitted with the bidder's claims and render a decision in writing within 30 days. The Superintendent or designee also may convene a meeting with the bidder in order to attempt to resolve the problem.

The bidder may appeal the Superintendent or designee's decision to the Board. The Superintendent or designee shall provide reasonable notice to the bidder of the time for Board consideration of the contract award. The Board's decision shall be final.

Bids

The District has adopted the Uniform Public Construction Cost Accounting Act (Public Contract Code 22000) and therefore shall utilize informal bidding procedures for contracts involving an expenditure between ~~\$45,000~~ ^{\$60,000} to ~~\$175,000~~ ^{\$200,000} for a public project, and will utilize formal bidding procedures for a public project involving an expenditure of ~~\$175,000~~ ^{\$200,000} or more "Public project" includes construction, reconstruction, erection, alteration, renovation, improvement, painting, repainting, demolition, and repair work involving a District owned, leased, or operated facility.

The amount by which contracts other than those for public projects shall be competitively bid shall escalate automatically based upon the annual adjustment by the Superintendent of Public Instruction.

Competitive bids shall be sought through advertisement for contracts exceeding ~~\$92,600~~ ^{\$99,100} (technical revision) for the following: (PCC 20111) *(thru 12/31/22)*

- 1) The purchase, rent, or lease of equipment, material, or supplies
- 2) Services excluding construction services, professional services or advice, and insurance services
- 3) Repairs, including maintenance that is not a public project

"Maintenance work" means routine, recurring, and usual work for preserving, protecting, and keeping a District facility operating in a safe, efficient, and continually usable condition for the intended purpose for which it was designed, improved, constructed, altered, or repaired. "Maintenance" includes, but is not limited to, carpentry, electrical, plumbing, glazing, and other craft work designed to preserve the facility as well as repairs, cleaning, and other operations on machinery and other permanently attached equipment. This definition does not include, among other types of work, janitorial or custodial services and protection provided by security forces, nor does it include painting, repainting, or decorating other than touchup. (PCC 20115)

Unless otherwise authorized by law, contracts shall be let to the lowest responsible bidder who shall give such security as the Governing Board requires, or else all bids shall be rejected. (PCC 20111, 20112)

When letting a contract for the procurement and/or maintenance of electronic data processing systems and supporting software, the Board may contract with any one of the three lowest responsible bidders. (PCC 20118.1)

The Board shall secure bids for any transportation service expenditure of more than \$10,000 when contemplating that such a contract may be made with a person or corporation other than a common carrier, municipally owned transit system, or a parent/guardian of students who are to be transported. The Board may let this contract to other than the lowest bidder. (Ed Code 39802)

No work, project, service, or purchase shall be split or separated into smaller work orders or projects for the purpose of evading the legal requirements of Public Contract Code 20110-20116 for contracting after competitive bidding. (PCC 20116)

Instructions and Procedures for Bids:

In order to facilitate the informal bidding process, the District shall maintain a list of qualified contractors. The list of contractors is established each November, by mailing a notice to the North Coast and Humboldt Builder's Exchange trade journals inviting all licensed contractors to submit certain information to the District for inclusion on the list. This information includes the following:

- 1) The name and address to which a notice or proposal should be mailed or emailed;
- 2) A telephone number at which they can be reached;
- 3) The type of work in which the contractor is interested and for which they are currently licensed; and
- 4) The class of license(s) they currently possess.

In addition, the District may include any contractor it desires and must include any contractor who requests to be added to the list during the year, so long as the contractor provides the required information.

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In order to request bids utilizing the **formal** process, The Superintendent or designee shall call for bids by advertising in a local newspaper at least once a week for two weeks. The notice shall state the work to be done or materials or supplies to be furnished and the time and place where bids will be opened. The Superintendent shall also provide the North Coast and Humboldt Builder's Exchange trade journals with the Notice Inviting Formal Bids for the Large Contract at least fifteen (15) calendar days before the date of opening the bids. (PCC 22037) The informal or formal notice shall contain the time, date and location of any mandatory pre-bid conference, site visit or meeting. The notice shall also detail when and where project documents, including final plan and specifications, are available. Any such mandatory visit or meeting shall not occur within a minimum of five calendar days of the publication of the initial notice. (PCC 6610)

Bid instructions and specifications shall include the following requirements and information:

- 1) All bidders, including bidders for printing contracts, shall specify the minimum, if not exact, percentage of recycled product in the products offered, and both the postconsumer and secondary waste content. (PCC 12169, 12213)
- 2) All bids for construction work shall be presented under sealed cover and shall be accompanied by one of the following forms of bidder's security: (PCC 20107, 20111)
 - a) Cash
 - b) A cashier's check made payable to the district
 - c) A certified check made payable to the District
 - d) A bidder's bond executed by an admitted surety insurer and made payable to the District

The security of unsuccessful bidders shall be returned in a reasonable period of time, in no event any later than 60 days after the bid is awarded. (PCC 20111)

- 3) Under no condition shall bids be accepted after the advertised bid opening time, regardless of whether the bids are actually opened at that time. (PCC 20112)
- 4) When two or more identical bids are received, the Board may determine by lot which bid shall be accepted (PCC 20117)
- 5). If the district requires that the bid include prices for items that may be added to or deducted from the scope of work in the contract, depending on the availability of funds, the bid solicitation shall specify which one of the following methods will be used to determine the lowest bid. In the absence of such a specification, only the method provided in item #a, below, will be used: (PCC 20103.8)
 - a. The lowest bid shall be the lowest bid price on the base contract without consideration of the prices on the additive or deductive items.
 - b. The lowest bid shall be the lowest total of the bid prices on the base contract and those additive or deductive items that were specifically identified in the bid solicitation as being used for the purpose of determining the lowest bid price.
 - c. The lowest bid shall the lowest total of the bid prices on the base contract and those additive or deductive items taken in order from a specifically identified list of those items, depending on available funds as identified in the solicitation.
 - d. The lowest bid shall be determined in a manner that prevents any information that would identify any of the bidders from being revealed to the public entity before the ranking of all bidders from lowest to highest has been determined.

- 6) Any subsequent change or alteration of a contract shall be governed by the provisions of Public Contract Code 20118.4.
- 7) After being opened, all advertised bids shall be made available for review by all interested parties. (Gov Code 6252)

\$59,999? (to bring up to \$60,000 capex limit)

Bids Not Required: Upon a case-by-case determination that it is in the best interests of the District and to the extent permitted by law, the Board may authorize the purchase, lease, or contract for equipment and supplies through a public corporation or agency without advertised bids. (PCC 20118) For projects between \$1000 and \$44,999, the District will attempt to secure 3 quotes for the project and choose the quote that best fits the needs of the District. For projects under \$1000, the District may contact a trusted and proven contractor to complete the job.

Supplementary textbooks, library books, periodicals, educational films, audiovisual materials, test materials, workbooks, and instructional computer software packages may be purchased without taking estimates or advertising for bids. (PCC 20118.3)

Perishable commodities such as foodstuffs may be purchased through bid or on the open market, depending on District preference (EC 39873)

In an emergency when repairs, alterations, work, or improvement is necessary for the continuance of existing school classes or to avoid danger to life or property, the Board, by unanimous vote and with the approval of the County Superintendent of Schools, may contract for labor and materials or supplies without advertising for or inviting bids. (PCC 20113)

Bids shall also not be required for day labor under circumstances specified in law. Day labor shall include the use of maintenance personnel employed on a permanent or temporary basis. (PCC 20114)

Whenever the total number of hours on the job does not exceed 350 hours, day labor may be used to erect new buildings and for the following purposes: (PCC 20114)

- 1) School building repairs, alterations, additions
- 2) Painting, repainting, or decorating of school buildings
- 3) Repair or building of apparatus or equipment
- 4) Improvements on school grounds
- 5) Maintenance work as defined above

Sole Sourcing: Specifications for contracts for construction, alteration, or repair of school facilities may not limit bidding to any one product or supplier. Specifications designating a particular brand name shall list at least two brands of comparable quality and follow the description with the words "or equal." (PCC 3400)

Specifications for contracts may designate a product by brand or trade name (sole sourcing) when one or more of the following conditions apply: (PCC 3400)

- 1) The product is designated to match others in use on a particular public improvement that has been completed or is in the course of completion.
- 2) One product has a unique application required to be used in the public interest.
- 3) Only one brand name is known, or
- 4) Upon resolution of the Board, the Board makes a finding that the item sought is the subject of a field test to determine its suitability for future use.

Prequalification Procedure: For any contract for which bids are legally required, the Board may require that each prospective bidder complete and submit a standardized questionnaire and financial statement. For this purpose, the Superintendent or designee shall supply a form which requires a complete statement of the bidder's financial ability and experience in performing public works. Prospective bidders shall submit the questionnaire and financial statement at least five days before the date fixed for public opening of sealed bids. The information shall be verified as prescribed by law, and bidders must

be deemed prequalified by the District at least one day before the fixed bid-opening date. The questionnaires and financial statement shall not be public records and shall not be open to public inspection. (PCC 20111.5)

The Superintendent or designee shall establish a uniform system for rating bidders on the basis of completed questionnaires and financial statements in order to determine the size of contracts on which each bidder is qualified to bid. Bidders must be deemed prequalified by the district at least one day before the fixed bid-opening date. (PCC 20111.5) The Superintendent or designee shall furnish each qualified bidder with a standardized proposal form. Bids not presented on the standard form shall be disregarded. (PCC 20111.5)

The district may establish a procedure for prequalifying bidders on a quarterly basis and may authorize that prequalification be considered valid for up to one calendar year following the date of the initial prequalification. (PCC 20111.5)

Protests by Bidders

A bidder may protest a bid award if he/she believes that the award was inconsistent with Board policy or the bid's specifications or was not in compliance with law.

A protest must be filed in writing with the Superintendent or designee within five working days after receipt of notification of the contract award. The bidder shall submit all documents supporting or justifying the protest. A bidder's failure to timely file a protest shall constitute a waiver of his/her right to protest the award of the contract.

The Superintendent or designee shall review the documents submitted with the bidder's claims and render a decision in writing within 30 days. The Superintendent or designee also may convene a meeting with the bidder in order to attempt to resolve the problem.

The bidder may appeal the Superintendent or designee's decision to the Board. The Superintendent or designee shall provide reasonable notice to the bidder of the time for Board consideration of the contract award. The Board's decision shall be final.

Students

Work Permits

The Governing Board recognizes that part-time employment can provide students with income, job experience, and valuable life skills and should be permitted to the extent that such employment does not interfere with a student's education. Before accepting any offer of employment, district students who are minors shall obtain work permits from the Superintendent or designee, regardless of whether the employment will occur when school is in session and/or not in session, unless otherwise exempted by law.

In determining whether to grant or continue a work permit, the Superintendent or designee shall consider whether employment is likely to significantly interfere with the student's schoolwork. Students granted work permits shall be required to demonstrate and maintain a 2.0 grade point average and satisfactory school attendance, except during periods of extended school closure due to an emergency as described in Education Code 49200 and the accompanying administrative regulation. On a case-by-case basis, the Superintendent or designee may approve a maximum work hour limit that is lower than the limit specified in law and administrative regulation.

Students with work permits may be exempted from attendance in a full-time day school provided they attend part-time classes. (Education Code 48230)

Work permits shall be limited to part-time employment as defined by law, except when the Superintendent or designee determines that circumstances warrant the granting of a permit for full-time employment.

Any student authorized to work full time when school is in session shall be enrolled in part-time continuation classes. A student age 14 or 15 who receives a permit to work full time shall also be enrolled in a work experience education program. (Education Code 49130, 49131, 49135)

Policy Reference Disclaimer:

These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State	Description
5 CCR 10120-10121	<u>Work permits</u>
5 CCR 16023-16027	<u>District records, retention and destruction</u>
8 CCR 11701-11707	<u>Prohibited and dangerous occupations for minors</u>
8 CCR 11750-11763	<u>Work permits and conditions, minor employed in entertainment industry</u>

State	Description
<i>Ed. Code 48230</i>	<u>Exemption from full-time school attendance for students with work permits</u>
<i>Ed. Code 48231</i>	<u>Exemption from compulsory attendance for students entering attendance area near end of term</u>
<i>Ed. Code 49100-49101</i>	<u>Compulsory attendance</u>
<i>Ed. Code 49110-49119</i>	<u>Permits to work</u>
<i>Ed. Code 49130-49135</i>	<u>Permits to work full time</u>
<i>Ed. Code 49140-49141</i>	<u>Exceptions</u>
<i>Ed. Code 49160-49165</i>	<u>Employment of minors; duties of employers</u>
<i>Ed. Code 49180-49183</i>	<u>Violations</u>
<i>Ed. Code 49200</i>	<u>Permit to work during extended emergency school closure</u>
<i>Ed. Code 51760-51769.5</i>	<u>Work experience education</u>
<i>Ed. Code 52300-52499.66</i>	<u>Career technical education</u>
<i>Lab. Code 1285-1312</i>	<u>Employment of minors</u>
<i>Lab. Code 1391-1394</i>	<u>Working hours for minors</u>

Federal	Description
<i>29 CFR 570.1-570.129</i>	<u>Child labor regulations</u>

Management Resources	Description
<i>Attorney General Opinion</i>	<u>18 Ops.Cal.Atty.Gen. 114 (1951)</u>
<i>CA Department of Industrial Relations Publication</i>	<u>Child Labor Laws, 2013</u>
<i>California Department of Education Publication</i>	<u>Statement of Intent to Employ a Minor and Request for a Work Permit - Certificate of Age, Form B1-1</u>
<i>California Department of Education Publication</i>	<u>Permit to Employ and Work, Form B1-4</u>
<i>Website</i>	<u>California Department of Education, Work Experience Education</u>
<i>Website</i>	<u>California Department of Industrial Relations</u>
<i>Cross References</i>	

Code	Description
<i>1700</i>	<u>Relations Between Private Industry And The Schools</u>
<i>3580</i>	<u>District Records</u>
<i>3580</i>	<u>District Records</u>
<i>5112.1</i>	<u>Exemptions From Attendance</u>

Code	Description
5112.1	<u>Exemptions From Attendance</u>
5113.1	<u>Chronic Absence And Truancy</u>
5113.1	<u>Chronic Absence And Truancy</u>
5113.11	<u>Attendance Supervision</u>
5121	<u>Grades/Evaluation Of Student Achievement</u>
5121	<u>Grades/Evaluation Of Student Achievement</u>
5125	<u>Student Records</u>
5125	<u>Student Records</u>
5147	<u>Dropout Prevention</u>
6146.1	<u>High School Graduation Requirements</u>
6146.1	<u>High School Graduation Requirements</u>
6146.2	<u>Certificate Of Proficiency/High School Equivalency</u>
6146.2	<u>Certificate Of Proficiency/High School Equivalency</u>
6146.2-E(1)	<u>Certificate Of Proficiency/High School Equivalency</u>
6146.2-E PDF(1)	<u>Certificate Of Proficiency/High School Equivalency</u>
6177	<u>Summer Learning Programs</u>
6178	<u>Career Technical Education</u>
6178	<u>Career Technical Education</u>
6178.1	<u>Work-Based Learning</u>
6178.1	<u>Work-Based Learning</u>
6184	<u>Continuation Education</u>
6184	<u>Continuation Education</u>

Mendocino Unified School District

Students

Board Policy 5113.2
Adopted by the Board 12/2/93

Work Permits

the Governing Board recognizes that many students hold jobs. Part-time jobs can give these students needed supplementary income, valuable work experience, and enhanced self-esteem.

The Board also recognizes that all school-aged persons should acquire an education and that work permit laws exist to prevent outside employment from impairing a student's health and educational progress.

Before accepting employment, students must obtain work permits which school authorities have been given the responsibility of issuing.

The Superintendent or designee shall issue work permits only as allowed by law and only to the extent that outside employment does not significantly interfere with the student's schoolwork.

Legal Reference: Education Code

- 48231 Entrance into attendance area within ten school days of end of term
- 49110-49119 Permits to work
- 49130-49135 Permits to work full time
- 49140-49141 Exceptions
- 49150.5 Reports not required
- 49164 Inspection; cancellation or revocation

Labor Code:

- 1285-1312 Employment of minors
- 1391-1399 Working hours for minors

Management Resources:

CDE Management Advisories: 1016.89 Local work permit policies

Students

Work Permits

Before accepting employment, a student under the age of 18 who is subject to the state's compulsory attendance law, including a student who has not yet graduated from high school or has not received a certificate of proficiency, shall obtain a work permit.

The district may issue a permit authorizing employment while school is in session, including employment connected with a work experience education program pursuant to Education Code 51760-51769.5, to a student 14-17 years of age. The district also may issue a permit to any student 12-17 years of age to be employed during a regular school holiday, during a regular or specified occasional public school vacation, and when the student is exempt from compulsory school attendance pursuant to Education Code 48231 because the student arrived from another state within 10 days before the end of the school term. (Education Code 49111, 49113, 49160)

If a student has obtained an offer of employment in the entertainment industry, the student shall request a work permit from the California Department of Industrial Relations, Division of Labor Standards Enforcement, pursuant to Labor Code 1308.5 and 8 CCR 11752-11753.

A work permit shall not be required for a student who is not receiving pay or financial reimbursement for services rendered in volunteer services or educational purposes, is not in an employer-employee relationship in accordance with the Fair Labor Standards Act, is serving as an unpaid trainee or volunteer or in an in-school placement, and has submitted written parent/guardian permission. (5 CCR 10121)

In addition, a student shall not be required to obtain a work permit if the student is self-employed; is working at odd jobs such as yard work and babysitting in private homes where the student is not regularly employed; is a self-employed news carrier delivering newspapers to consumers on a regular route; is employed in agricultural, horticultural, viticultural, or domestic labor during non-school hours when the work is performed for or under the control of the parent/guardian and is performed upon or in connection with premises the parent/guardian owns, operates, or controls; or is otherwise exempted by law.

Persons Authorized to Issue Work Permits

The following individuals are authorized to issue a work permit to a student in the district: (Education Code 49110)

- 1. The Superintendent*
- 2. An employee holding a services credential with a specialization in pupil personnel services or a certificated work experience education teacher or coordinator, when authorized by the*

Superintendent in writing

3. *A principal, or another school administrator designated by the principal, provided that the principal or designee:*
 - a. *Provides a self-certification that the principal or designee understands the requirements of law for issuing a work permit*
 - b. *Does not issue a work permit to the principal's or designee's own child*

If the person designated to issue work permits is not available and delay in issuing a permit would jeopardize a student's ability to secure work, the Superintendent may temporarily authorize another person to issue the permit. (Education Code 49110)

Application

The student's parent/guardian, foster parent, caregiver with whom the student resides, or residential shelter services provider shall file a written request for a work permit. (Education Code 49110)

The request for a work permit shall be submitted to the Superintendent or designee on a form approved by the California Department of Education (CDE).

If the student is applying for a full-time work permit, the student and the student's parent/guardian shall generally be required to appear before, and submit the application to, the Superintendent or designee. (Education Code 49132)

In the event of an extended physical closure of the campus due to a natural disaster, pandemic, or other emergency, the required documentation, including signatures, may be collected electronically. In addition, if the application is for a full-time work permit, the student and parent/guardian shall not be required to appear in person before the Superintendent or designee if the completed application has been successfully submitted electronically and the student and parent/guardian have attended a video conference with the person issuing the work permit. (Education Code 49132, 49200)

Approval Process

The Superintendent or designee shall have discretion to determine whether or not to issue the work permit.

In determining whether to approve a work permit, the Superintendent or designee shall verify the student's date of birth, the type of work permit to be issued, and whether the student meets any other criteria established by the Governing Board. The Superintendent or designee may inspect the student's records and/or may confer with at least one of the student's teachers for evidence of satisfactory grades and school attendance and to determine whether the student possesses the motivation and maturity to maintain academic progress while working.

However, a work permit shall not be denied based on a student's grades, grade point

average, or school attendance under either of the following circumstances: (Education Code 49120, 49200)

- 1. The student's school has been physically closed for an extended time due to a natural disaster, pandemic, or other emergency.*
- 2. The student is applying for a work permit in order to participate in a government-administered employment and training program that will occur during the regular summer recess or vacation of the student's school.*

Students shall not be approved to work in environments declared hazardous or dangerous for young workers or otherwise prohibited by child labor laws. (Labor Code 1290-1298; 29 CFR 570.33, 570.50-570.72)

The Superintendent or designee shall ensure that the requested work hours do not exceed the maximum work hours specified in law based on the student's age and whether the employment will occur while school is in session and/or not in session. (Education Code 49111, 49112, 49116; Labor Code 1391-1391.1; 29 CFR 570.35)

Full-time employment may be authorized for students 14-17 years of age in accordance with Education Code 49130-49135.

All work permits shall be issued on forms provided by or authorized by CDE. (Education Code 49117)

Each permit shall authorize work for a specific employer. Whenever a student changes employers, the student shall request a new permit.

The student may be issued more than one work permit if the student works concurrently for more than one employer, provided that the total number of hours worked does not exceed the total number of hours allowed by law and the district.

Whenever a work permit is issued by a principal or other designated school administrator, the principal or designee shall submit to the Superintendent a copy of each work permit issued, along with a copy of the application. (Education Code 49110)

The Superintendent or designee shall periodically inspect the grades and attendance records of students granted work permits to ensure maintenance of academic progress and any additional criteria established in Board policy.

Expiration of Work Permits

Work permits issued during the school year shall expire five days after the opening of the next succeeding school year. (Education Code 49118)

Before the work permit expires, a student may apply for a renewed work permit in accordance with the procedures specified in the section "Approval Process" above.

Revocation of Work Permits

The Superintendent or designee shall revoke a student's work permit whenever the Superintendent or designee determines that the employment is impairing the health or education of the student, any provision or condition of the permit is being violated, the student is performing work in violation of law, or any condition for the issuance of the permit no longer exists or never existed. (Education Code 49116, 49164; Labor Code 1300)

The Superintendent may revoke a work permit issued by a principal of a public or private school located within the district if the Superintendent becomes aware of any grounds upon which the student may be deemed ineligible for a work permit under law. (Education Code 49110)

Retention of Records

The Superintendent or designee shall retain a copy of the work permit application and the work permit until the end of the fourth year after the work permit was issued. (5 CCR 16026)

Policy Reference Disclaimer:

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5 CCR 10120-10121	<u>Work permits</u>
5 CCR 16023-16027	<u>District records, retention and destruction</u>
8 CCR 11701-11707	<u>Prohibited and dangerous occupations for minors</u>
8 CCR 11750-11763	<u>Work permits and conditions, minor employed in entertainment industry</u>
Ed. Code 48230	<u>Exemption from full-time school attendance for students with work permits</u>
Ed. Code 48231	<u>Exemption from compulsory attendance for students entering attendance area near end of term</u>
Ed. Code 49100-49101	<u>Compulsory attendance</u>
Ed. Code 49110-49119	<u>Permits to work</u>
Ed. Code 49130-49135	<u>Permits to work full time</u>
Ed. Code 49140-49141	<u>Exceptions</u>
Ed. Code 49160-49165	<u>Employment of minors; duties of employers</u>
Ed. Code 49180-49183	<u>Violations</u>
Ed. Code 49200	<u>Permit to work during extended emergency school closure</u>
Ed. Code 51760-51769.5	<u>Work experience education</u>
Ed. Code 52300-52499.66	<u>Career technical education</u>

State
Lab. Code 1285-1312
Lab. Code 1391-1394

Federal
29 CFR 570.1-570.129
Management Resources
Attorney General Opinion
CA Department of Industrial Relations Publication

California Department of Education Publication
California Department of Education Publication

Website
Website
Cross References

Code

1700
3580
3580
5112.1
5112.1
5113.1
5113.1
5113.11
5121
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5125
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5147
6146.1
6146.1

6146.2

6146.2

6146.2-E(1)

6146.2-E PDF(1)

Description
Employment of minors
Working hours for minors

Description
Child labor regulations
Description
18 Ops.Cal.Atty.Gen. 114 (1951)
Child Labor Laws, 2013
Statement of Intent to Employ a Minor and Request for a Work Permit - Certificate of Age, Form B1-1
Permit to Employ and Work, Form B1-4
California Department of Education, Work Experience Education
California Department of Industrial Relations

Description
Relations Between Private Industry And The Schools
District Records
District Records
Exemptions From Attendance
Exemptions From Attendance
Chronic Absence And Truancy
Chronic Absence And Truancy
Attendance Supervision
Grades/Evaluation Of Student Achievement
Grades/Evaluation Of Student Achievement
Student Records
Student Records
Dropout Prevention
High School Graduation Requirements
High School Graduation Requirements
Certificate Of Proficiency/High School Equivalency
Certificate Of Proficiency/High School Equivalency
Certificate Of Proficiency/High School Equivalency
Certificate Of Proficiency/High School Equivalency

Code	Description
6177	<u>Summer Learning Programs</u>
6178	<u>Career Technical Education</u>
6178	<u>Career Technical Education</u>
6178.1	<u>Work-Based Learning</u>
6178.1	<u>Work-Based Learning</u>
6184	<u>Continuation Education</u>
6184	<u>Continuation Education</u>

Students

Work Permits

Approval/Revocation of Work Permits

1. No work permit shall be issued until the student's parent/guardian has filed a written request for it with the District. (EC 49110)
2. To help in determining the extent to which outside employment may be approved, the Superintendent or designee shall:
 - a. Inspect the student's records for evidence of satisfactory grades and attendance.
 - b. Confer with at least one of the student's teachers to determine whether the student appears to have the time, stamina, motivation, and maturity to maintain academic progress while working.
3. After issuing a work permit, the Superintendent or designee shall periodically inspect the student's scholastic and attendance records.
4. The Superintendent or designee shall revoke a student's work permit whenever he/she determines that employment is impairing the student's health or education. (EC 49164)

Permits to Work Part Time When School Is In Session

1. A student 14 or 15 years of age who has completed the seventh grade may receive a permit to work outside of school hours for no more than three hours on any day while school is in session and no more than 18 hours in any week. (EC 449112, 49116)
If enrolled in and employed pursuant to a school-supervised and school-administered work experience and career exploration program, a student 14 or 15 years of age may be employed for up to 23 hours a week, any portion of which may occur during school hours. (EC 49116)
2. A student 16 or 17 who has completed the seventh grade may receive a permit to work outside of school hours for no more than

four hours on any day on which the student is required by law to attend school. (EC 49112) The following exceptions shall apply:

- a. The four-hour limit may be exceeded for students 16 or 17 who are employed in a school-approved work experience or cooperative vocational education program or in personnel attendance occupations as defined in Industrial Welfare Commission Minimum Wage Order #1-74. (EC 49116)
 - b. A student 16 or 17 may receive a permit to work outside of school hours for no more than eight hours on any day on which the student is required by law to attend school, provided it is a day which immediately precedes a nonschool day. (EC 49112)
 - c. A student 16 or 17 may work at an agricultural occupation for up to six hours of any day on which the student is required by law to attend school for four hours or more. (EC 49116)
3. With the consent of the Superintendent or designee, a student who is 13 years old and has completed the sixth grade may receive a permit to work for no more than two hours on any given day, up to a maximum of four hours each week, provided that:
 - a. The student has been identified by the District as a potential dropout, and
 - b. The student is participating in an employment program that is conducted on school premises and sponsored by one or more school districts to foster student appreciation of the importance of education in preparing for future employment and education. (EC 49112)

Permits to Work Full Time When School Is In Session, Students 14 or 15 Years of Age

A permit to work full time may be issued to a minor 14 or 15 years of age who holds an elementary school diploma, provided that the permit expires no later than the end of the current school year, and provided that one of the following circumstances exists: (EC 49130)

- 1) The parent/guardian presents a sworn statement that the parent/guardian is incapacitated for labor through illness or injury, or that through the death or desertion of the father or mother, the family is in need of the minor's earnings and that sufficient aid cannot be secured in any other manner.
- 2) The minor is unable to reside with his/her family and needs his/her earnings for his/her support.
- 3) The minor is residing with a foster care provider, or a guardian receiving foster care funds for the minor, provided that:
 - a) The provider or guardian obtains written authorization from the minor's social worker, probation officer, or child protective services worker acting as an officer of the court, and
 - b) The minor's case plan documents that the purpose of the employment is to further the goal of emancipation pursuant to law, or to enable the minor to learn necessary skills, habits, and responsibilities related to maintaining employment.

The Superintendent or designee shall sign a statement that he/she has investigated the conditions under which the work permit application has been made and has judged that the minor's earnings are necessary for the minor's support and that sufficient aid cannot be secured in another manner. If issuing a work permit subject to circumstances #3 above, the Superintendent or designee shall sign a statement that he/she has received authorization from the minor's social worker, probation officer, or child protective services worker. (EC 49130)

A permit to work full time may be granted to a student 16 or 17 years of age when the Superintendent or designee has received and approved the following documents: (EC 49133)

- 1) The student's school record, including age, grade, and attendance for the current term, signed by the principal or teacher.
- 2) Evidence of sufficient age, such as a birth certificate, passport, or affidavit of the student's age, signed by the parent/guardian.
- 3) A written statement from the prospective employer stating that work is waiting for the student and describing the nature of the work.

The Superintendent or designee shall give the name of the student and his/her employer to the continuation school. The student shall then enroll in the continuation school. (EC 49135)

Permits to Work on Nonschool Days

Students 12 through 17 may receive a permit to work on a regular school holiday, during a regular or specified occasional public school vacation, and when the student is exempt from compulsory school attendance because he/she arrived from another state within ten days before the end of the school term. (EC 49111)

Permits to Work Full Time When School Is in Session, Students 16 or 17 Years of Age