

**2017-18 Quarterly Report on Williams Uniform Complaints**  
 [Education Code § 35186]

District: Mendocino Unified School District

Person completing this form: Susan Strom / Jason Morse

Quarterly Report Submission Date: (check one)

October 2017 (July, Aug, Sept 2017) 1<sup>st</sup> Quarter  
 January 2018 (Oct, Nov, Dec 2017) 2<sup>nd</sup> Quarter  
 April 2018 (Jan, Feb, March 2018) 3<sup>rd</sup> Quarter  
 July 2018 (April, May, June 2018) 4<sup>th</sup> Quarter

Date for information to be reported publicly at governing board meeting: 4/19/18

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.

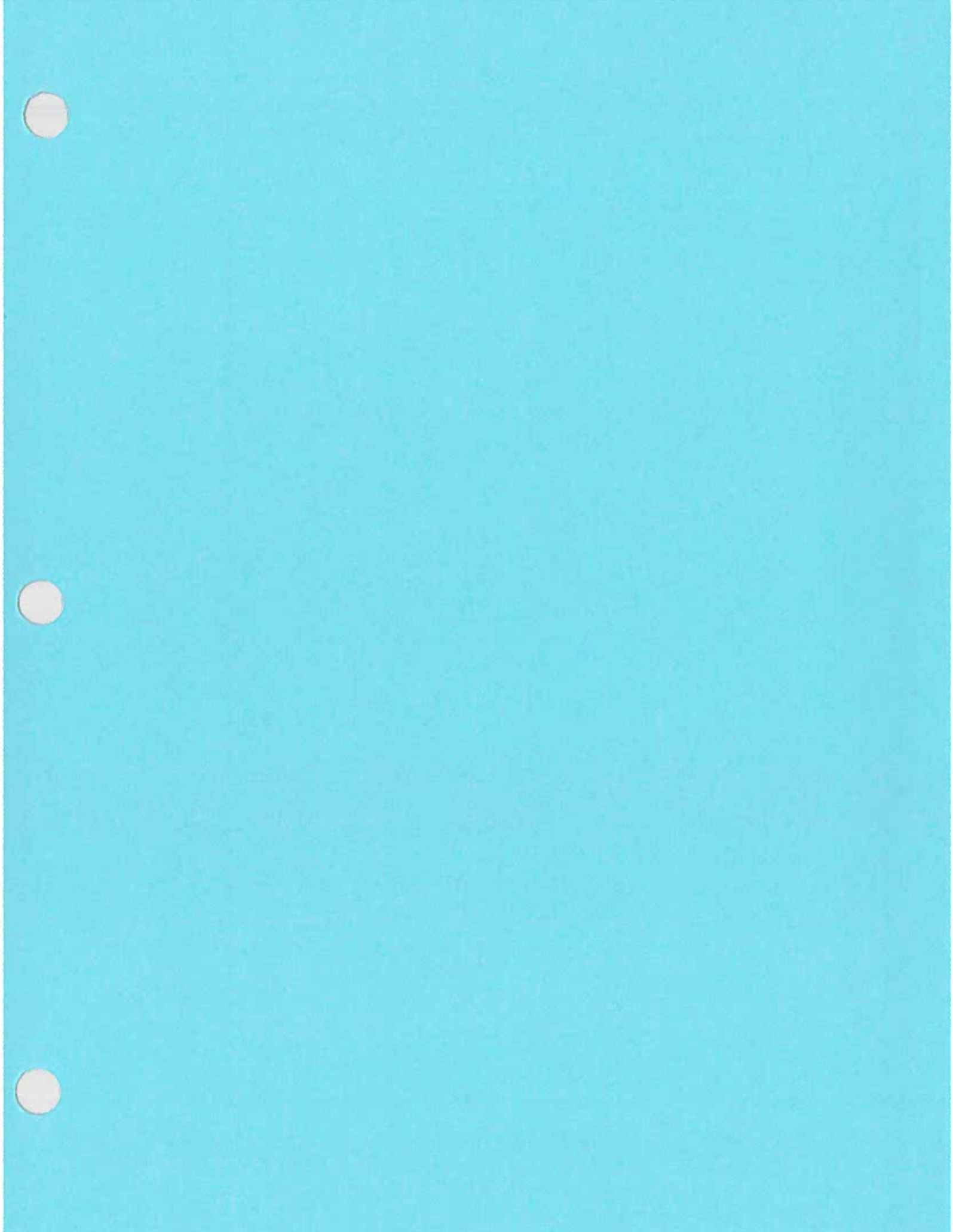
General Subject Area	Total # of Complaints	# Resolved	# Unresolved
Textbooks and Instructional Materials	0		
Teacher Vacancy or Misassignment	0		
Facilities Conditions	0		
CAHSEE Intensive Instruction & Services	0		
<b>TOTALS</b>	0		

Susan Strom 4/9/18  
 Signature of Person Completing this form Date

\_\_\_\_\_  
 Signature of County Superintendent Date

Forwarded a copy of this completed report to the County Board of Education







**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

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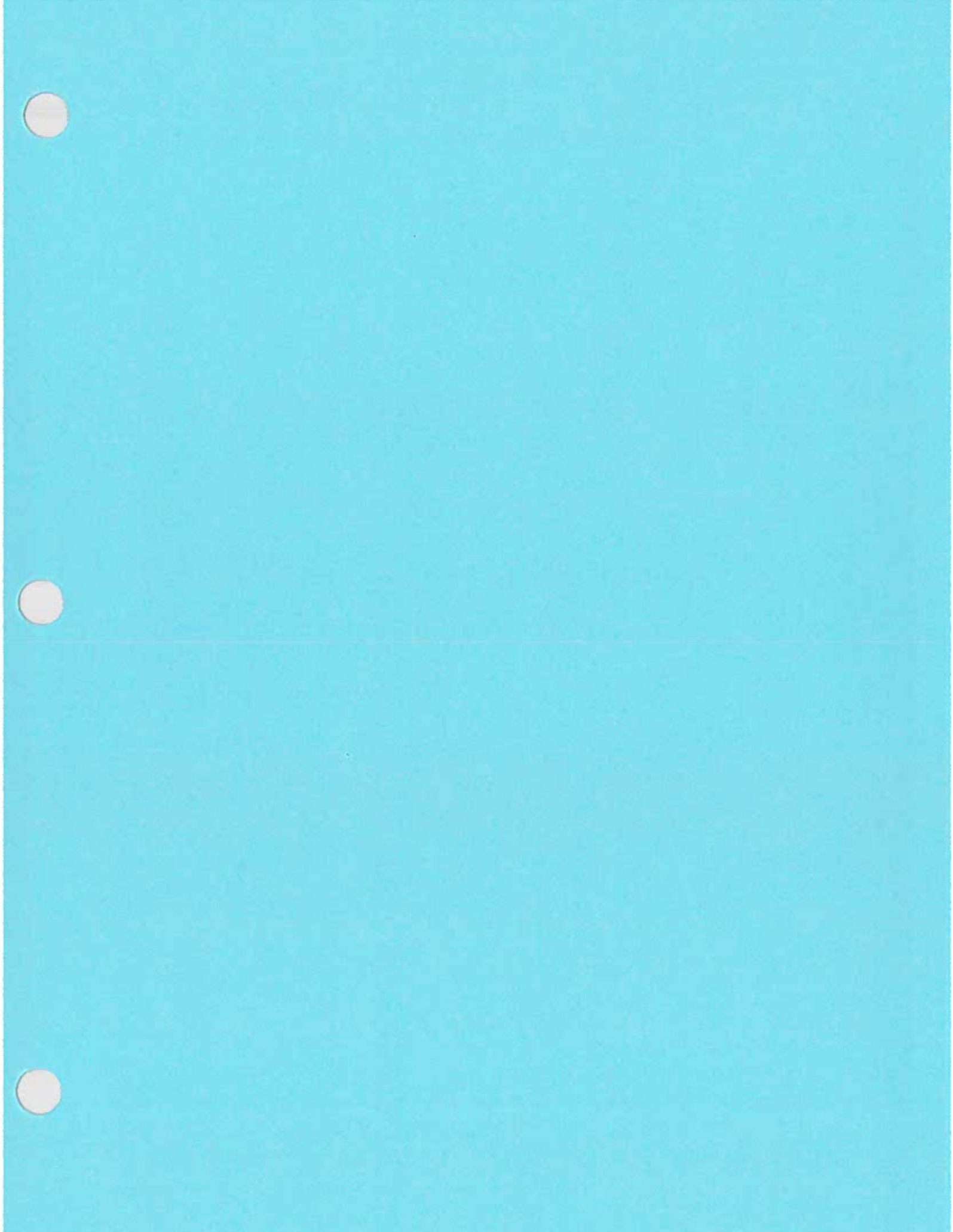
Legal Reference:

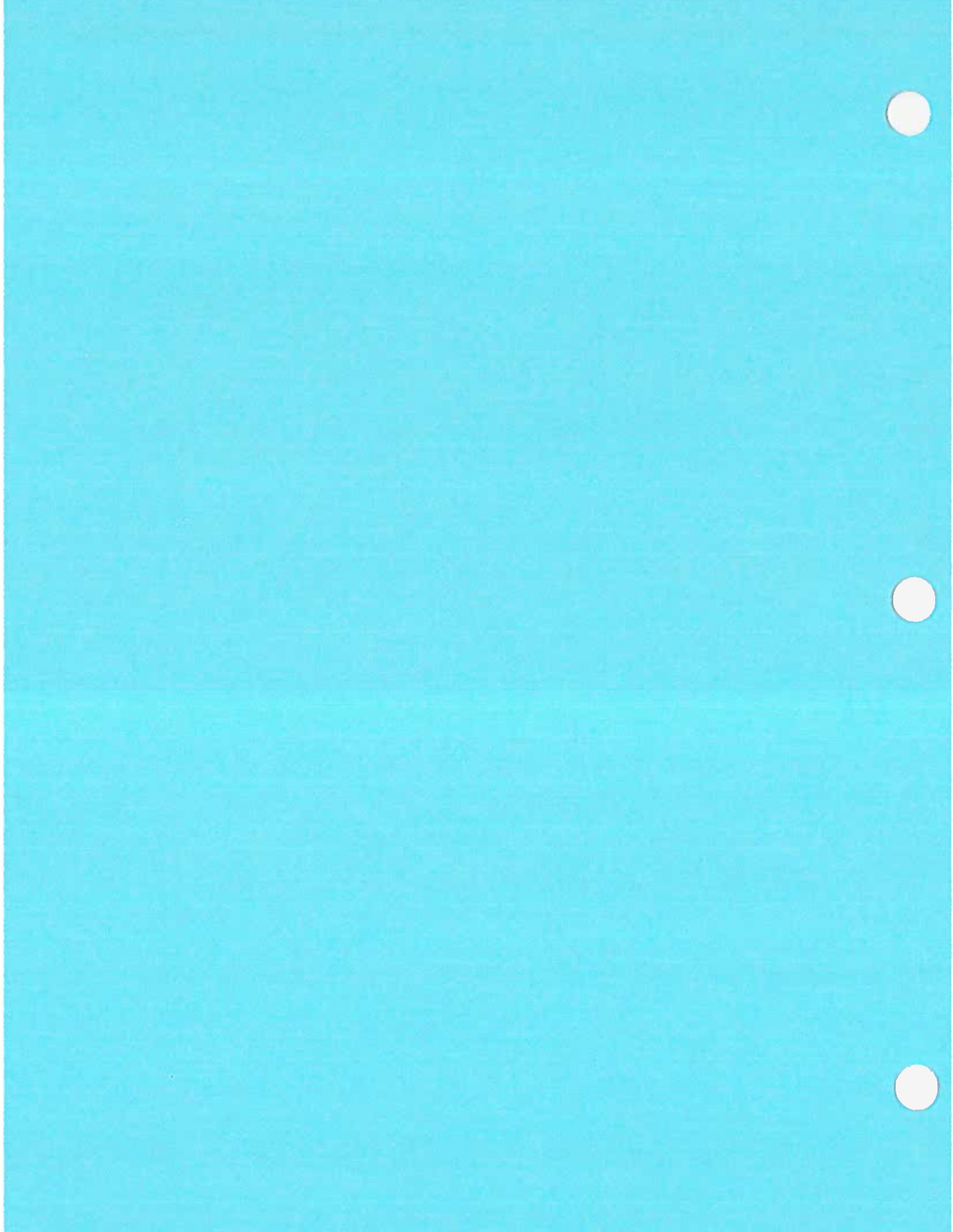
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**Mendocino Unified School District/CEMUS**  
**April 12, 2018**  
**Tentative Agreement: Appendix A: Compensation Language**  
**TA 2017-18- 01:**

**Appendix A: Compensation Language**

*Compensation language adopted by CEMUS/MUSD effective July 1, 2018*

*It is hereby agreed that the attached salary schedules will replace all prior salary schedules effective July 1, 2018. The salary schedules will reflect a 1% retroactive raise for fiscal year 2017-18 to be paid out in May 2018. The pay increases for fiscal year 2018-19 will be 2% and increases for 2019-20 will be 4%.*

**This agreement is contingent upon acceptance by the county of the disclosure form for collective bargaining.**

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For Classified Employees of Mendocino Unified (CEMUS):

\_\_\_\_\_  
Date

\_\_\_\_\_  
Christine Kenton of CEMUS

\_\_\_\_\_  
Date

\_\_\_\_\_  
Jerry Moore of CEMUS

For Mendocino Unified School District:

\_\_\_\_\_  
Date

\_\_\_\_\_  
Jason Morse, Superintendent

Mendocino Unified School District  
**CEMUS**  
 2017-18

to be Board Approved April 19, 2018

RANGE	1	2	3	4	5	6	7	8	9	10	11	12
20	11.56	12.02	12.50	13.00	13.52	14.06	14.62	15.20	15.81	16.44	17.12	17.84
21	11.79	12.28	12.75	13.28	13.78	14.34	14.91	15.51	16.13	16.78	17.46	18.16
22	12.03	12.51	13.01	13.53	14.07	14.63	15.22	15.83	16.46	17.12	17.81	18.52
23	12.27	12.78	13.27	13.80	14.35	14.92	15.52	16.14	16.78	17.46	18.15	18.87
24	12.52	13.02	13.54	14.08	14.64	15.23	15.84	16.47	17.13	17.82	18.54	19.28
25	12.77	13.28	13.81	14.36	14.93	15.53	16.15	16.80	17.47	18.17	18.91	19.67
26	13.03	13.55	14.09	14.65	15.24	15.85	16.48	17.14	17.83	18.54	19.28	20.04
27	13.29	13.82	14.37	14.94	15.54	16.16	16.81	17.48	18.18	18.91	19.67	20.44
28	13.56	14.10	14.66	15.25	15.86	16.48	17.15	17.84	18.55	19.29	20.05	20.83
29	13.83	14.39	14.96	15.56	16.18	16.83	17.50	18.20	18.93	19.69	20.47	21.26
30	14.11	14.67	15.26	15.87	16.50	17.16	17.85	18.56	19.30	20.07	20.85	21.68
31	14.39	14.97	15.57	16.19	16.84	17.51	18.21	18.94	19.70	20.49	21.27	22.12
32	14.68	15.27	15.88	16.52	17.18	17.87	18.58	19.32	20.09	20.89	21.67	22.52
33	14.97	15.57	16.19	16.84	17.51	18.21	18.94	19.70	20.49	21.31	22.10	22.95
34	15.27	15.88	16.52	17.18	17.87	18.58	19.32	20.09	20.89	21.73	22.52	23.36
35	15.56	16.20	16.86	17.53	18.22	18.95	19.71	20.50	21.32	22.17	23.02	23.87
36	15.86	16.53	17.21	17.89	18.60	19.34	20.11	20.91	21.75	22.62	23.52	24.42
37	16.16	16.85	17.53	18.23	18.96	19.72	20.51	21.33	22.18	23.07	23.96	24.86
38	16.45	17.16	17.87	18.60	19.34	20.11	20.91	21.75	22.62	23.52	24.42	25.32
39	16.75	17.48	18.23	18.96	19.72	20.51	21.33	22.18	23.07	23.96	24.86	25.76
40	17.05	17.80	18.57	19.34	20.12	20.92	21.76	22.63	23.54	24.48	25.46	26.44
41	17.34	18.11	18.91	19.73	20.57	21.44	22.34	23.28	24.26	25.28	26.34	27.42
42	17.64	18.43	19.25	20.10	20.98	21.89	22.84	23.84	24.88	25.96	27.08	28.22
43	17.94	18.75	19.59	20.46	21.35	22.27	23.24	24.26	25.32	26.42	27.56	28.72
44	18.25	19.08	19.94	20.83	21.75	22.70	23.69	24.71	25.76	26.84	27.96	29.10
45	18.56	19.41	20.29	21.19	22.12	23.08	24.08	25.11	26.18	27.28	28.42	29.58
46	18.87	19.74	20.64	21.56	22.51	23.48	24.48	25.51	26.58	27.68	28.82	29.98
47	19.18	20.07	20.99	21.93	22.89	23.88	24.89	25.92	26.98	28.08	29.22	30.38
48	19.49	20.40	21.34	22.29	23.27	24.27	25.29	26.34	27.42	28.54	29.68	30.84
49	19.80	20.73	21.69	22.66	23.65	24.66	25.69	26.74	27.82	28.94	30.08	31.24
50	20.11	21.06	22.03	23.02	24.03	25.06	26.11	27.18	28.28	29.42	30.58	31.74
51	20.42	21.39	22.38	23.39	24.41	25.45	26.51	27.59	28.69	29.82	30.98	32.14
52	20.73	21.72	22.72	23.74	24.77	25.82	26.89	27.98	29.08	30.22	31.38	32.54
53	21.04	22.05	23.07	24.11	25.16	26.23	27.32	28.42	29.54	30.68	31.84	33.00

- Range 23: Cook
- Range 25: Instructional Aide, Integrative Aide, Office Assistant, Preschool Teacher Assistant
- Range 26: Mail Person
- Range 27: Library Assistant
- Range 30: Custodian, MCN Billing Tech
- Range 32: Grounds Keeper
- Range 34: Bus Driver, MCN Technical Sales and Billing
- Range 35: Registrar, Accounts Payable/Office Asst., Manager Cook
- Range 36: Custodian - Lead, Maintenance Worker, Preschool Teacher, MCN Office Manager
- Range 39: Maintenance - Lead, Chorus Accompanist, H.S. Student Activities/Athletic Coordinator
- Range 41: Payroll/Accounting Technician, Administrative Assistant, MCN Tech Support
- Range 43: MCN Field Tech Support
- Range 45: MCN Manager Tech Support
- Range 51: Lead Bus Mechanic
- Range 52: Computer Support Technician

Effective 7/1/07 an employee who has worked in the classified service of the District for a period of 14 years or more shall receive a longevity increment of 4% at the commencement of their 15th year.

Mendocino Unified School District  
CEMUS  
2017-18  
to be Board Approved April 19, 2018

4% Educational Increment

RANGE	1	2	3	4	5	6	7	8	9	10	11	long
20	12.02	12.50	13.00	13.52	14.06	14.62	15.20	15.81	16.44	17.10	18.94	19.59
21	12.26	12.75	13.26	13.79	14.34	14.91	15.51	16.13	16.78	17.45	19.24	20.01
22	12.51	13.01	13.53	14.07	14.63	15.22	15.83	16.46	17.12	17.80	19.62	20.40
23	12.76	13.27	13.80	14.35	14.92	15.52	16.14	16.79	17.46	18.16	20.02	20.82
24	13.02	13.54	14.08	14.64	15.23	15.84	16.47	17.13	17.82	18.53	20.43	21.25
25	13.28	13.81	14.36	14.93	15.53	16.15	16.80	17.47	18.17	18.90	20.83	21.68
26	13.55	14.09	14.65	15.24	15.85	16.48	17.14	17.83	18.54	19.28	21.28	22.11
27	13.82	14.37	14.94	15.54	16.16	16.81	17.48	18.18	18.91	19.67	21.68	22.55
28	14.10	14.66	15.25	15.86	16.49	17.15	17.84	18.56	19.29	20.06	22.12	23.00
29	14.38	14.96	15.56	16.18	16.83	17.50	18.20	18.93	19.69	20.48	22.58	23.48
30	14.67	15.26	15.87	16.50	17.16	17.85	18.58	19.30	20.07	20.87	23.02	23.94
31	14.97	15.57	16.19	16.84	17.51	18.21	18.94	19.70	20.48	21.31	23.49	24.43
32	15.27	15.89	16.52	17.18	17.87	18.58	19.32	20.09	20.89	21.73	23.95	24.91
33	15.57	16.19	16.84	17.51	18.21	18.94	19.70	20.48	21.31	22.16	24.43	25.41
34	15.88	16.52	17.18	17.87	18.58	19.32	20.09	20.89	21.73	22.60	24.92	25.92
35	16.20	16.85	17.52	18.22	18.95	19.71	20.50	21.32	22.17	23.06	25.42	26.44
36	16.53	17.19	17.88	18.60	19.34	20.11	20.91	21.75	22.62	23.52	25.94	26.98
37	16.86	17.53	18.23	18.96	19.72	20.51	21.33	22.18	23.07	23.99	26.45	27.51
38	17.19	17.88	18.60	19.34	20.11	20.91	21.75	22.62	23.52	24.46	26.97	28.05
39	17.53	18.23	18.96	19.72	20.51	21.33	22.18	23.07	23.99	24.95	27.51	28.61
40	17.86	18.61	19.35	20.12	20.92	21.76	22.63	23.54	24.48	25.46	28.07	29.19
41	18.24	18.97	19.73	20.52	21.34	22.19	23.08	24.00	24.98	25.98	28.62	29.78
42	18.61	19.35	20.12	20.92	21.76	22.63	23.54	24.48	25.46	26.48	29.19	30.36
43	18.98	19.74	20.53	21.35	22.20	23.09	24.01	24.97	25.97	27.01	29.78	30.97
44	19.36	20.13	20.94	21.78	22.65	23.56	24.50	25.48	26.50	27.56	30.38	31.60
45	19.75	20.54	21.36	22.21	23.10	24.02	24.98	25.98	27.02	28.10	30.98	32.22
46	20.14	20.95	21.79	22.66	23.57	24.51	25.49	26.51	27.57	28.67	31.61	32.87
47	20.55	21.37	22.22	23.11	24.03	24.99	25.98	27.03	28.11	29.23	32.23	33.52
48	20.97	21.81	22.68	23.59	24.53	25.51	26.53	27.59	28.69	29.84	32.90	34.22
49	21.38	22.24	23.13	24.06	25.02	26.02	27.08	28.14	29.27	30.44	33.56	34.90
50	21.81	22.68	23.59	24.53	25.51	26.53	27.59	28.69	29.84	31.03	34.22	35.59
51	22.25	23.14	24.07	25.03	26.03	27.07	28.16	29.28	30.45	31.67	34.91	36.31
52	24.27	25.24	26.25	27.30	28.39	29.53	30.71	31.94	33.22	34.55	38.09	39.60

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Effective 7/1/07 an employee who has worked in the classified service of the District for a period of 14 years or more shall receive a longevity increment of 4% at the commencement of their 15th year.

**Mendocino Unified School District  
 2017-18 Network Administrator Salary Schedule  
 to be Board Approved April 19, 2018  
 CEMUS Represented Positions**

	1	2	3	4	5	6	7 longevity
MCN Junior Network Admin.	25.71	26.72	27.61	28.93	30.07	31.28	32.54
with education increment	26.74	27.79	28.92	30.09	31.27	32.53	33.84
MCN Senior Network Admin.	32.38	33.69	35.03	36.44	37.88	39.39	40.97
with education increment	33.68	35.04	36.43	37.90	39.40	40.97	42.61
							44.31

Effective 07-01-07 an employee who has worked in the classified service of the District for a period of 14 years or more shall receive a longevity increment of 4% at the commencement of their 15th year. Per negotiated agreement 2007-01 dated January 30, 2007.

Mendocino Unified School District  
CEMUS  
2018-19  
to be Board Approved April 19, 2018

RANGE	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																											
11.78	12.28	12.75	13.26	13.78	14.34	14.91	15.51	16.13	16.78	17.46	18.17	18.92	19.70	20.51	21.34	22.20	23.08	24.00	24.96	25.97	26.83	27.79	28.79	29.78	30.38	30.98	31.61	32.23	32.90	33.56	34.22	34.91	35.59	36.29	36.99	37.71	38.44	39.18	39.93	40.69	41.46	42.24	43.03	43.83	44.64	45.46	46.29	47.13	47.98	48.84	49.71	50.59	51.48	52.38	53.29	54.21	55.14	56.08	57.03	57.99	58.96	59.94	60.93	61.93	62.94	63.96	64.99	66.03	67.08	68.14	69.21	70.29	71.38	72.48	73.59	74.71	75.84	76.98	78.13	79.29	80.46	81.64	82.83	84.03	85.24	86.46	87.69	88.93	90.18	91.44	92.71	93.99	95.28	96.58	97.89	99.21	100.54	101.88	103.23	104.59	105.96	107.34	108.73	110.13	111.54	112.96	114.39	115.83	117.28	118.74	120.21	121.69	123.18	124.68	126.19	127.71	129.24	130.78	132.33	133.89	135.46	137.04	138.63	140.23	141.84	143.46	145.09	146.73	148.38	150.04	151.71	153.39	155.08	156.78	158.49	160.21	161.94	163.68	165.43	167.19	168.96	170.74	172.53	174.33	176.14	177.96	179.79	181.63	183.48	185.34	187.21	189.09	190.98	192.88	194.79	196.71	198.64	200.58	202.53	204.49	206.46	208.44	210.43	212.43	214.44	216.46	218.49	220.53	222.58	224.64	226.71	228.79	230.88	232.98	235.09	237.21	239.34	241.48	243.63	245.79	247.96	250.14	252.33	254.53	256.74	258.96	261.19	263.43	265.68	267.94	270.21	272.49	274.78	277.08	279.39	281.71	284.04	286.38	288.73	291.09	293.46	295.84	298.23	300.63	303.04	305.46	307.89	310.33	312.78	315.24	317.71	320.19	322.68	325.18	327.69	330.21	332.74	335.28	337.83	340.39	342.96	345.54	348.13	350.73	353.34	355.96	358.59	361.23	363.88	366.54	369.21	371.89	374.58	377.28	379.99	382.71	385.44	388.18	390.93	393.69	396.46	399.24	402.03	404.83	407.64	410.46	413.29	416.13	418.98	421.84	424.71	427.59	430.48	433.38	436.29	439.21	442.14	445.08	448.03	451.09	454.16	457.24	460.33	463.43	466.54	469.66	472.79	475.93	479.08	482.24	485.41	488.59	491.78	494.98	498.19	501.41	504.64	507.88	511.13	514.39	517.66	520.94	524.23	527.53	530.84	534.16	537.49	540.83	544.18	547.54	550.91	554.29	557.68	561.08	564.49	567.91	571.34	574.78	578.23	581.69	585.16	588.64	592.13	595.63	599.14	602.66	606.19	609.73	613.28	616.84	620.41	623.99	627.58	631.18	634.79	638.41	642.04	645.68	649.33	652.99	656.66	660.34	664.03	667.73	671.44	675.16	678.89	682.63	686.38	690.14	693.91	697.69	701.48	705.28	709.09	712.91	716.74	720.58	724.43	728.29	732.16	736.04	739.93	743.83	747.74	751.66	755.59	759.53	763.48	767.44	771.41	775.39	779.38	783.38	787.39	791.41	795.44	799.48	803.53	807.59	811.66	815.74	819.83	823.93	828.04	832.16	836.29	840.43	844.58	848.74	852.91	857.09	861.28	865.48	869.69	873.91	878.14	882.38	886.63	890.89	895.16	899.44	903.73	908.03	912.34	916.66	920.99	925.33	929.68	934.04	938.41	942.79	947.18	951.58	955.99	960.41	964.84	969.28	973.73	978.19	982.66	987.14	991.63	996.13	1000.64	1005.16	1009.69	1014.23	1018.78	1023.34	1027.91	1032.49	1037.08	1041.68	1046.29	1050.91	1055.54	1060.18	1064.83	1069.49	1074.16	1078.84	1083.53	1088.23	1092.94	1097.66	1102.39	1107.13	1111.88	1116.64	1121.41	1126.19	1130.98	1135.78	1140.59	1145.41	1150.24	1155.08	1159.93	1164.79	1169.66	1174.54	1179.43	1184.33	1189.24	1194.16	1199.09	1204.03	1208.98	1213.94	1218.91	1223.89	1228.88	1233.88	1238.89	1243.91	1248.94	1253.98	1259.03	1264.09	1269.16	1274.24	1279.33	1284.43	1289.54	1294.66	1299.79	1304.93	1310.08	1315.24	1320.41	1325.59	1330.78	1335.98	1341.19	1346.41	1351.64	1356.88	1362.13	1367.39	1372.66	1377.94	1383.23	1388.53	1393.84	1399.16	1404.49	1409.83	1415.18	1420.54	1425.91	1431.29	1436.68	1442.08	1447.49	1452.91	1458.34	1463.78	1469.23	1474.69	1480.16	1485.64	1491.13	1496.63	1502.14	1507.66	1513.19	1518.73	1524.28	1529.84	1535.41	1540.99	1546.58	1552.18	1557.79	1563.41	1569.04	1574.68	1580.33	1586.09	1591.86	1597.64	1603.43	1609.24	1615.06	1620.89	1626.73	1632.58	1638.44	1644.31	1650.19	1656.08	1661.98	1667.89	1673.81	1679.74	1685.68	1691.63	1697.59	1703.56	1709.54	1715.53	1721.53	1727.54	1733.56	1739.59	1745.63	1751.68	1757.74	1763.81	1769.89	1775.98	1782.08	1788.19	1794.31	1800.44	1806.58	1812.73	1818.89	1825.06	1831.24	1837.43	1843.63	1849.84	1856.06	1862.29	1868.53	1874.78	1881.04	1887.31	1893.59	1899.88	1906.18	1912.49	1918.81	1925.14	1931.48	1937.83	1944.19	1950.56	1956.94	1963.33	1969.73	1976.14	1982.56	1989.09	1995.53	2002.08	2008.54	2015.01	2021.49	2027.98	2034.48	2040.99	2047.51	2054.04	2060.58	2067.13	2073.69	2080.26	2086.84	2093.43	2100.03	2106.64	2113.26	2119.89	2126.53	2133.18	2139.84	2146.51	2153.19	2159.88	2166.58	2173.29	2179.91	2186.54	2193.18	2200.03	2206.89	2213.76	2220.64	2227.53	2234.43	2241.34	2248.26	2255.19	2262.13	2269.08	2276.04	2283.01	2290.09	2297.18	2304.28	2311.39	2318.51	2325.64	2332.78	2340.03	2347.29	2354.56	2361.84	2369.13	2376.43	2383.74	2391.06	2398.39	2405.73	2413.08	2420.44	2427.81	2435.19	2442.58	2450.09	2457.61	2465.14	2472.68	2480.23	2487.79	2495.36	2502.94	2510.53	2518.13	2525.74	2533.36	2541.09	2548.83	2556.58	2564.34	2572.11	2579.89	2587.68	2595.48	2603.29	2611.11	2618.94	2626.78	2634.63	2642.49	2650.36	2658.24	2666.13	2674.03	2681.94	2689.86	2697.79	2705.73	2713.68	2721.64	2729.61	2737.59	2745.58	2753.58	2761.59	2769.61	2777.64	2785.68	2793.73	2801.79	2809.86	2817.94	2826.03	2834.13	2842.24	2850.36	2858.49	2866.63	2874.78	2882.94	2891.11	2899.29	2907.48	2915.68	2923.89	2932.11	2940.34	2948.58	2956.83	2965.09	2973.36	2981.64	2989.93	2998.23	3006.54	3014.86	3023.19	3031.53	3039.88	3048.24	3056.61	3064.99	3073.38	3081.78	3090.19	3098.61	3107.04	3115.48	3123.93	3132.39	3140.86	3149.34	3157.83	3166.33	3174.84	3183.36	3191.89	3200.43	3208.98	3217.54	3226.11	3234.69	3243.28	3251.88	3260.49	3269.11	3277.74	3286.38	3295.03	3303.69	3312.36	3321.04	3329.73	3338.43	3347.14	3355.86	3364.59	3373.33	3382.08	3390.84	3399.61	3408.39	3417.18	3425.98	3434.79	3443.61	3452.44	3461.28	3470.13	3479.09	3488.06	3497.04	3506.03	3515.03	3524.04	3533.06	3542.09	3551.13	3560.18	3569.24	3578.31	3587.39	3596.48	3605.58	3614.69	3623.81	3632.94	3642.08	3651.23	3660.39	3669.56	3678.74	3687.93	3697.13	3706.34	3715.56	3724.79	3734.03	3743.28	3752.54	3761.81	3771.09	3780.38	3789.68	3798.99	3808.31	3817.64	3826.98	3836.33	3845.69	3855.06	3864.44	3873.83	3883.23	3892.64	3902.06	3911.49	3920.93	3930.38	3939.84	3949.31	3958.79	3968.28	3977.78	3987.29	3996.81	4006.34	4015.88	4025.43	4034.99	4044.56	4054.14	4063.73	4073.33	4082.94	4092.56	4102.19	4111.83	4121.48	4131.14	4140.81	4150.49	4160.18	4169.88	4179.59	4189.31	4199.04	4208.78	4218.53	4228.29	4238.06	4247.84	4257.63	4267.43	4277.24	4287.06	4296.89	4306.73	4316.58	4326.44	4336.31	4346.19	4356.08	4365.98	4375.89	4385.81	4395.74	4405.68	4415.63	4425.59	4435.56	4445.54	4455.53	4465.53	4475.54	4485.56	4495.59	4505.63	4515.68	4525.74	4535.81	4545.89	4555.98	4566.08	4576.19	4586.31	4596.44	4606.58	4616.73	4626.89	4637.06	4647.24	4657.43	4667.63	4677.84	4688.06	4698.29	4708.53	4718.78	4729.04	4739.31	4749.59	4759.88	4770.18	4780.49	4790.81	4801.14	4811.48	4821.83	4832.19	4842.56	4852.94	4863.33	4873.73	4884.14	4894.56	4904.99	4915.43	4925.88	4936.34	4946.81	4957.29	4967.78	4978.28	4988.79	4999.31	5009.84	5020.38	5030.93	5041.49	5052.06	5062.64	5073.23	5083.83	5094.44	5105.06	5115.69	5126.33	5136.98	5147.64	5158.31	5168.99	5179.68	5190.38	5201.09	5211.81	5222.54	5233.28	5244.03	5254.79	5265.56	5276.34	5287.13	5297.93	5308.74	5319.56	5330.39	5341.23	5352.08	5362.94	5373.81	5384.69	5395.58	5406.48	5417.39	5428.31	5439.24	5450.18	5461.13	5472.09	5483.06	5494.04	5505.03	5516.04	5527.06	5538.09	5549.13	5560.18	5571.24	5582.31	5593.39	5604.48	5615.58	5626.69	5637.81	5648.94	5660.08	5671.23	5682.39	5693.56	5704.74	5715.93	5727.13	5738.34	5749.56	5760.79	5772.03	5783.28	5794.54	5805.81	5817.09	5828.38	5839.68	5850.99	5862.31	5873.64	5885.08	5896.53	5908.09	5919.66	5931.24	5942.83	5954.43	5966.04	5977.66	5989.29	6000.93	6012.58	6024.24	6035.91	6047.59	6059.28	6070.98	608

Mendocino Unified School District  
CEMUS  
2018-19

to be Board Approved April 19, 2018

4% Educational Increment

STEP	1	2	3	4	5	6	7	8	9	10	11	long.
RANGE 20	12.26	12.75	13.26	13.79	14.34	14.91	15.51	16.13	16.78	17.45	18.14	20.01
21	12.51	13.01	13.53	14.07	14.63	15.22	15.83	16.46	17.12	17.80	18.52	20.40
22	12.76	13.27	13.80	14.35	14.92	15.52	16.14	16.79	17.46	18.16	20.02	20.82
23	13.02	13.54	14.08	14.64	15.23	15.84	16.47	17.13	17.82	18.53	20.43	21.25
24	13.28	13.81	14.36	14.93	15.53	16.15	16.80	17.47	18.17	18.90	20.83	21.66
25	13.55	14.09	14.65	15.24	15.85	16.48	17.14	17.83	18.54	19.28	21.26	22.11
26	13.82	14.37	14.94	15.54	16.16	16.81	17.48	18.18	18.91	19.67	21.68	22.55
27	14.10	14.66	15.25	15.86	16.49	17.15	17.84	18.55	19.29	20.06	22.12	23.00
28	14.38	14.96	15.56	16.18	16.83	17.50	18.20	18.93	19.69	20.48	22.58	23.48
29	14.67	15.26	15.87	16.50	17.16	17.85	18.58	19.30	20.07	20.87	23.02	23.94
30	14.97	15.57	16.19	16.84	17.51	18.21	18.94	19.70	20.49	21.31	23.49	24.43
31	15.27	15.88	16.52	17.18	17.87	18.58	19.32	20.09	20.89	21.73	23.95	24.91
32	15.57	16.19	16.84	17.51	18.21	18.94	19.70	20.49	21.31	22.16	24.43	25.41
33	15.88	16.52	17.18	17.87	18.58	19.32	20.09	20.89	21.73	22.60	24.92	25.92
34	16.20	16.85	17.52	18.22	18.95	19.71	20.50	21.32	22.17	23.06	25.42	26.44
35	16.53	17.19	17.86	18.50	19.34	20.11	20.91	21.75	22.62	23.52	25.94	26.98
36	16.86	17.53	18.23	18.96	19.72	20.51	21.33	22.16	23.07	23.99	26.45	27.51
37	17.19	17.88	18.60	19.34	20.11	20.91	21.75	22.62	23.52	24.46	26.97	28.05
38	17.53	18.23	18.96	19.72	20.51	21.33	22.18	23.07	23.99	24.95	27.51	28.61
39	17.89	18.61	19.35	20.12	20.92	21.76	22.63	23.54	24.48	25.46	28.07	29.19
40	18.24	18.97	19.73	20.52	21.34	22.19	23.08	24.00	24.96	25.96	28.62	29.78
41	18.61	19.35	20.12	20.92	21.76	22.63	23.54	24.48	25.46	26.48	29.19	30.36
42	18.98	19.74	20.53	21.35	22.20	23.09	24.01	24.97	25.97	27.01	29.78	30.97
43	19.36	20.13	20.94	21.78	22.65	23.56	24.50	25.48	26.50	27.56	30.38	31.60
44	19.75	20.54	21.36	22.21	23.10	24.02	24.98	25.98	27.02	28.10	30.98	32.22
45	20.14	20.95	21.79	22.66	23.57	24.51	25.49	26.51	27.57	28.67	31.61	32.87
46	20.55	21.37	22.22	23.11	24.03	24.99	25.99	27.03	28.11	29.23	32.23	33.52
47	20.97	21.81	22.68	23.59	24.53	25.51	26.53	27.59	28.69	29.84	32.90	34.22
48	21.38	22.24	23.13	24.06	25.02	26.02	27.06	28.14	29.27	30.44	33.56	34.90
49	21.81	22.68	23.59	24.53	25.51	26.53	27.59	28.69	29.84	31.03	34.22	35.59
50	22.25	23.14	24.07	25.03	26.03	27.07	28.15	29.28	30.45	31.67	34.91	36.31
51	22.69	23.60	24.54	25.52	26.54	27.60	28.70	29.85	31.04	32.28	35.59	37.01
52	24.78	25.75	26.78	27.85	28.96	30.12	31.32	32.57	33.87	35.22	38.83	40.38

- Range 23: Cook
- Range 25: Instructional Aide, Integrative Aide, Office Assistant, Preschool Teacher Assistant
- Range 26: Mail Person
- Range 27: Library Assistant
- Range 30: Custodian, MCN Billing Tech
- Range 32: Grounds Keeper
- Range 34: Bus Driver, MCN Technical Sales and Billing
- Range 35: Registrar, Accounts Payable/Office Asst., Manager Cook
- Range 36: Custodian - Lead, Maintenance Worker, Preschool Teacher, MCN Office Manager
- Range 39: Maintenance - Lead, Chronus Accompanist, H.S. Student Activities/Athletic Coordinator
- Range 41: Payroll/Accounting Technician, Administrative Assistant, MCN Tech Support
- Range 43: MCN Field Tech Support
- Range 46: MCN Manager Tech Support
- Range 51: Lead Bus Mechanic
- Range 52: Computer Support Technician

Effective 7/1/07 an employee who has worked in the classified service of the District for a period of 14 years or more shall receive a longevity increment of 4% at the commencement of their 15th year.



**Mendocino Unified School District  
 2018-19 Network Administrator Salary Schedule  
 to be Board Approved April 19, 2018  
 CEMUS Represented Positions**

	1	2	3	4	5	6	7	longevity
MCN Junior Network Admin.	26.22	27.26	28.36	29.50	30.67	31.90	33.20	34.53
with education increment	27.27	28.35	29.49	30.68	31.90	33.18	34.53	35.91
MCN Senior Network Admin.	33.03	34.36	35.73	37.17	38.64	40.18	41.79	43.46
with education increment	34.35	35.73	37.16	38.66	40.19	41.79	43.46	45.20

Effective 07-01-07 an employee who has worked in the classified service of the District for a period of 14 years or more shall receive a longevity increment of 4% at the commencement of their 15th year. Per negotiated agreement 2007-01 dated January 30, 2007.

Mendocino Unified School District  
CEMUS  
2019-20  
to be Board Approved April 19, 2018

RANGE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53																																																																											
20	12.26	12.75	13.28	13.78	14.34	14.91	15.51	16.13	16.78	17.45	18.14	18.84	19.54	20.24	20.94	21.64	22.34	23.04	23.74	24.44	25.14	25.84	26.54	27.24	27.94	28.64	29.34	30.04	30.74	31.44	32.14	32.84	33.54	34.24	34.94	35.64	36.34	37.04	37.74	38.44	39.14	39.84	40.54	41.24	41.94	42.64	43.34	44.04	44.74	45.44	46.14	46.84	47.54	48.24	48.94	49.64	50.34	51.04	51.74	52.44	53.14	53.84	54.54	55.24	55.94	56.64	57.34	58.04	58.74	59.44	60.14	60.84	61.54	62.24	62.94	63.64	64.34	65.04	65.74	66.44	67.14	67.84	68.54	69.24	69.94	70.64	71.34	72.04	72.74	73.44	74.14	74.84	75.54	76.24	76.94	77.64	78.34	79.04	79.74	80.44	81.14	81.84	82.54	83.24	83.94	84.64	85.34	86.04	86.74	87.44	88.14	88.84	89.54	90.24	90.94	91.64	92.34	93.04	93.74	94.44	95.14	95.84	96.54	97.24	97.94	98.64	99.34	100.04

- Range 23: Cook
- Range 25: Instructional Aide, Integrative Aide, Office Assistant, Preschool Teacher Assistant
- Range 26: Mail Person
- Range 27: Library Assistant
- Range 30: Custodian, MCN Billing Tech
- Range 32: Grounds Keeper
- Range 34: Bus Driver, MCN Technical Sales and Billing
- Range 35: Registrar, Accounts Payable/Office Aast., Manager Cook
- Range 36: Custodian - Lead, Maintenance Worker, Preschool Teacher, MCN Office Manager
- Range 39: Maintenance - Lead, Chorus Accompanist, H.S. Student Activities/Athletic Coordinator
- Range 41: Payroll/Accounting Technician, Administrative Assistant, MCN Tech Support
- Range 43: MCN Field Tech Support
- Range 45: MCN Manager Tech Support
- Range 51: Lead Bus Mechanic
- Range 52: Computer Support Technician

Effective 7/1/07 an employee who has worked in the classified service of the District for a period of 14 years or more shall receive a longevity increment of 4% at the commencement of their 15th year.

Mendocino Unified School District  
CEMUS  
2019-20  
to be Board Approved April 19, 2018

4% Educational Increment

STEP	1	2	3	4	5	6	7	8	9	10	11	Range
20	12.75	13.26	13.78	14.34	14.91	15.51	16.13	16.78	17.45	18.15	20.01	20.81
21	13.01	13.53	14.07	14.63	15.22	15.83	16.46	17.12	17.80	18.51	20.40	21.22
22	13.27	13.80	14.35	14.92	15.52	16.14	16.79	17.46	18.16	18.88	20.82	21.65
23	13.54	14.08	14.64	15.23	15.84	16.47	17.13	17.82	18.53	19.27	21.25	22.10
24	13.81	14.36	14.93	15.53	16.15	16.80	17.47	18.17	18.90	19.66	21.67	22.54
25	14.09	14.65	15.24	15.85	16.48	17.14	17.83	18.54	19.28	20.05	22.10	22.98
26	14.37	14.94	15.54	16.16	16.81	17.48	18.18	18.91	19.67	20.46	22.55	23.45
27	14.66	15.25	15.86	16.48	17.15	17.84	18.55	19.29	20.06	20.86	22.99	23.91
28	14.96	15.56	16.18	16.83	17.50	18.20	18.93	19.69	20.48	21.30	23.48	24.42
29	15.26	15.87	16.50	17.16	17.85	18.56	19.30	20.07	20.87	21.70	23.93	24.89
30	15.56	16.18	16.83	17.50	18.20	18.93	19.69	20.48	21.30	22.15	24.42	25.40
31	15.87	16.50	17.16	17.85	18.56	19.30	20.07	20.87	21.70	22.57	24.88	25.88
32	16.18	16.84	17.51	18.21	18.94	19.70	20.48	21.31	22.16	23.05	25.41	26.43
33	16.52	17.18	17.87	18.58	19.32	20.09	20.89	21.73	22.60	23.50	25.91	26.95
34	16.85	17.52	18.22	18.95	19.71	20.50	21.32	22.17	23.08	23.98	26.44	27.50
35	17.18	17.87	18.58	19.32	20.09	20.89	21.73	22.60	23.50	24.44	26.95	28.03
36	17.52	18.22	18.95	19.71	20.50	21.32	22.17	23.08	23.98	24.94	27.50	28.60
37	17.88	18.60	19.34	20.11	20.91	21.75	22.62	23.52	24.46	25.44	28.04	29.16
38	18.23	18.96	19.72	20.51	21.33	22.18	23.07	23.99	24.95	25.95	28.60	29.74
39	18.60	19.34	20.11	20.91	21.75	22.62	23.52	24.46	25.44	26.46	29.17	30.34
40	18.97	19.73	20.52	21.34	22.19	23.08	24.00	24.98	25.98	27.00	29.78	30.95
41	19.34	20.11	20.91	21.75	22.62	23.52	24.46	25.44	26.46	27.52	30.34	31.55
42	19.73	20.52	21.34	22.19	23.08	24.00	24.98	25.98	27.00	28.08	30.95	32.19
43	20.12	20.92	21.78	22.63	23.54	24.48	25.46	26.48	27.54	28.64	31.57	32.83
44	20.53	21.35	22.20	23.09	24.01	24.97	25.97	27.01	28.09	29.21	32.21	33.50
45	20.94	21.78	22.65	23.56	24.50	25.48	26.50	27.56	28.66	29.81	32.85	34.16
46	21.35	22.20	23.09	24.01	24.97	25.97	27.01	28.09	29.21	30.38	33.49	34.83
47	21.78	22.65	23.56	24.50	25.48	26.50	27.56	28.66	29.81	31.00	34.17	35.54
48	22.21	23.10	24.02	24.98	25.98	27.02	28.10	29.22	30.39	31.61	34.84	36.23
49	22.66	23.57	24.51	25.49	26.51	27.57	28.67	29.82	31.01	32.25	35.56	36.98
50	23.12	24.04	25.00	26.00	27.04	28.12	29.24	30.41	31.63	32.90	36.26	37.71
51	23.58	24.52	25.50	26.52	27.58	28.68	29.83	31.02	32.26	33.55	36.98	38.48
52	24.05	25.00	26.00	27.04	28.12	29.24	30.41	31.63	32.90	34.22	38.63	40.00

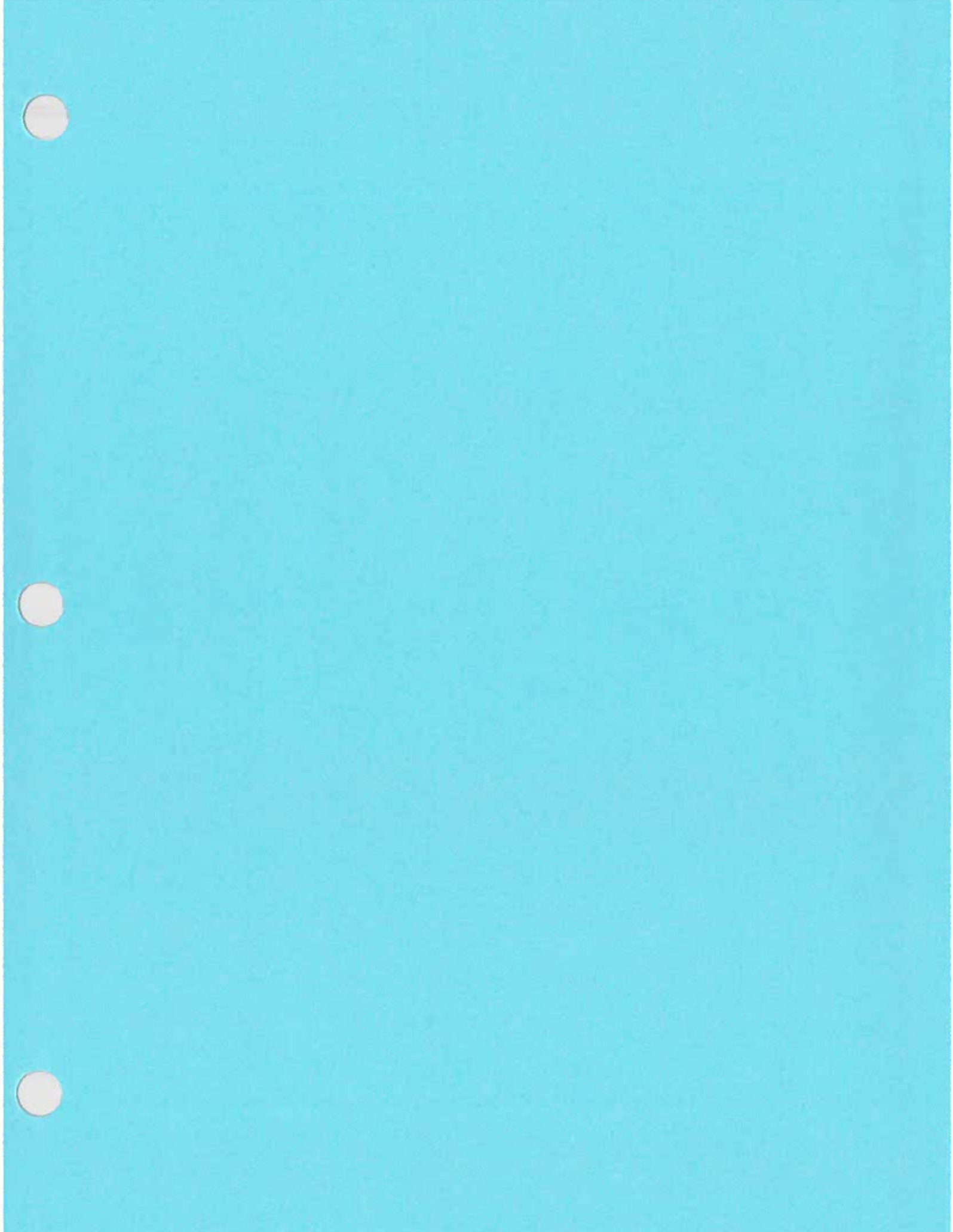
- Range 23: Cook
- Range 25: Instructional Aide, Integrative Aide, Office Assistant, Preschool Teacher Assistant
- Range 26: Mail Person
- Range 27: Library Assistant
- Range 30: Custodian, MCN Billing Tech
- Range 32: Grounds Keeper
- Range 34: Bus Driver, MCN Technical Sales and Billing
- Range 35: Registrar, Accounts Payable/Office Asst., Manager Cook
- Range 36: Custodian - Lead, Maintenance Worker, Preschool Teacher, MCN Office Manager
- Range 39: Maintenance - Lead, Chorus Accompanist, H.S. Student Activities/Athletic Coordinator
- Range 41: Payroll/Accounting Technician, Administrative Assistant, MCN Tech Support
- Range 43: MCN Field Tech Support
- Range 45: MCN Manager Tech Support
- Range 51: Lead Bus Mechanic
- Range 52: Computer Support Technician

Effective 7/1/07 an employee who has worked in the classified service of the District for a period of 14 years or more shall receive a longevity increment of 4% at the commencement of their 15th year.

**Mendocino Unified School District  
 2019-20 Network Administrator Salary Schedule  
 to be Board Approved April 19, 2018  
 CEMUS Represented Positions**

	1	2	3	4	5	6	7 longevity
MCN Junior Network Admin.	27.27	28.35	29.50	30.68	31.89	33.18	34.52
with education increment	28.36	29.48	30.68	31.91	33.17	34.51	35.90
MCN Senior Network Admin.	34.35	35.73	37.16	38.66	40.18	41.78	43.46
with education increment	35.72	37.16	38.65	40.21	41.79	43.45	45.20
							47.01

Effective 07-01-07 an employee who has worked in the classified service of the District for a period of 14 years or more shall receive a longevity increment of 4% at the commencement of their 15th year. Per negotiated agreement 2007-01 dated January 30, 2007.





**Mendocino Unified School District  
Mendocino Teachers Association**

**Appendix C – Salary Compensation Language  
Tentative Agreement  
TA 2017-18 – 06:**

**It is agreed that the following language will be added to Appendix C of the MTA Contract:**

**Appendix C – Salary Compensation Language  
*Compensation language adopted by MUSD/MTA effective July 1, 2018***

*It is hereby agreed that the attached salary schedules will replace all prior salary schedules effective July 1, 2018. The salary schedules will reflect a 1% retroactive raise for fiscal year 2017-18 to be paid out in May 2018. The pay increases for fiscal year 2018-19 will be 2%, and increases for 2019-20 will be 4%.*

**This agreement is contingent upon acceptance by the county of the disclosure form for collective bargaining.**

For Mendocino Teachers Association

\_\_\_\_\_  
Date

\_\_\_\_\_  
Mimi Sawyer, MTA Negotiator

For Mendocino Unified School District:

\_\_\_\_\_  
Date

\_\_\_\_\_  
Jason Morse, Superintendent

4/12/18

**Mendocino Unified School District**  
**Mendocino Teachers' Association**  
**2017-18**  
*draft for Board Approval April 19, 2018*

Years **	0	1	2	3	4	5
	A.B.	A.B.+30	A.B.+45	A.B.+60	A.B.+75	A.B.+90
1	\$40,400	\$46,460	\$47,218	\$47,975	\$48,733	\$49,490
2	\$41,463	\$47,682	\$48,459	\$49,236	\$50,014	\$50,792
3	\$42,552	\$48,936	\$49,733	\$50,531	\$51,329	\$52,127
4	\$43,671	\$50,222	\$51,041	\$51,860	\$52,679	\$53,498
5	\$44,820	\$51,543	\$52,384	\$53,224	\$54,064	\$54,905
6	<b>MA</b> \$45,998	\$52,899	\$53,761	\$54,624	\$55,486	\$56,349
7	<b>\$2,500</b>	\$54,290	\$55,175	\$56,060	\$56,945	\$57,831
8		\$55,718	\$56,626	\$57,535	\$58,443	\$59,351
9	<b>Ph.D.</b> \$49,724	\$57,182	\$58,115	\$59,048	\$59,980	\$60,912
10	<b>\$2,600</b>	\$49,724	\$57,182	\$59,644	\$60,600	\$61,556
11		\$49,724	\$57,182	\$60,570	\$61,541	\$62,513
12	<b>Natnl.</b> \$49,724	\$57,182	\$61,511	\$62,498	\$63,485	\$64,471
13	<b>\$2,500</b>	\$49,724	\$57,182	\$62,466	\$63,469	\$64,471
14		\$49,724	\$57,182	\$62,466	\$64,455	\$65,473
15		\$49,724	\$57,182	\$62,466	\$65,457	\$66,490
16		\$49,724	\$57,182	\$62,466	\$66,474	\$67,524
17		\$49,724	\$57,182	\$62,466	\$67,506	\$68,572
18		\$49,724	\$57,182	\$62,466	\$67,506	\$69,637
19		\$49,724	\$57,182	\$62,466	\$67,506	\$70,720
20		\$49,724	\$57,182	\$62,466	\$67,506	\$71,819
21		\$49,724	\$57,182	\$62,466	\$67,506	\$72,935
22		\$49,724	\$57,182	\$62,466	\$67,506	\$74,068
23		\$49,724	\$57,182	\$62,466	\$67,506	\$75,220
24		\$49,724	\$57,182	\$62,466	\$67,506	\$76,387
25		\$49,724	\$57,182	\$62,466	\$67,506	\$77,574



**Mendocino Unified School District**  
**MTA Head Teacher Schedule 195 days**  
**2017-18**  
**draft for Board Approval April 19, 2018**

Years **	1	2	3	4	5
	A.B.+30	A.B.+45	A.B.+60	A.B.+75	A.B.+90
1	\$48,971	\$49,770	\$50,568	\$51,367	\$52,165
2	\$50,259	\$51,078	\$51,897	\$52,717	\$53,538
3	\$51,581	\$52,421	\$53,262	\$54,104	\$54,945
4	\$52,937	\$53,800	\$54,663	\$55,527	\$56,390
5	\$54,329	\$55,216	\$56,101	\$56,986	\$57,873
6	MA	\$55,758	\$56,667	\$57,577	\$58,485
7	\$2,500	\$57,225	\$58,157	\$59,090	\$60,023
8		\$58,730	\$59,687	\$60,645	\$61,602
9	Ph.D.	\$60,273	\$61,256	\$62,240	\$63,222
10	\$2,600	\$60,273	\$62,868	\$63,876	\$64,883
11		\$60,273	\$63,844	\$64,868	\$65,892
12	Natnl.	\$60,273	\$64,836	\$65,876	\$66,917
13	\$2,500	\$60,273	\$65,843	\$66,900	\$67,956
14		\$60,273	\$65,843	\$67,939	\$69,012
15		\$60,273	\$65,843	\$68,995	\$70,084
16		\$60,273	\$65,843	\$70,067	\$71,174
17		\$60,273	\$65,843	\$71,155	\$72,279
18		\$60,273	\$65,843	\$71,155	\$73,401
19		\$60,273	\$65,843	\$71,155	\$74,543
20		\$60,273	\$65,843	\$71,155	\$75,701
21		\$60,273	\$65,843	\$71,155	\$76,877
22		\$60,273	\$65,843	\$71,155	\$78,072
23		\$60,273	\$65,843	\$71,155	\$79,285
24		\$60,273	\$65,843	\$71,155	\$80,516
25		\$60,273	\$65,843	\$71,155	\$81,767

**Mendocino Unified School District**  
**MTA Counselor Schedule 200 days**  
**2017-18**  
**draft for Board Approval April 19, 2018**

	1	2	3	4	5
Years	A.B.+30	A.B.+45	A.B.+60	A.B.+75	A.B.+90
1	\$50,227	\$51,046	\$51,865	\$52,684	\$53,503
2	\$51,548	\$52,388	\$53,228	\$54,069	\$54,910
3	\$52,904	\$53,765	\$54,628	\$55,491	\$56,354
4	\$54,294	\$55,179	\$56,065	\$56,950	\$57,836
5	\$55,722	\$56,631	\$57,539	\$58,448	\$59,357
6	<b>MA</b>	\$57,188	\$58,120	\$59,053	\$59,985
7	<b>\$2,500</b>	\$58,692	\$59,649	\$60,605	\$61,562
8		\$60,236	\$61,217	\$62,200	\$63,182
9	<b>Ph.D.</b>	\$61,818	\$62,827	\$63,836	\$64,843
10	<b>\$2,600</b>	\$61,818	\$64,480	\$65,514	\$66,547
11		\$61,818	\$65,481	\$66,531	\$67,582
12	<b>Natnl.</b>	\$61,818	\$66,498	\$67,565	\$68,632
13	<b>\$2,500</b>	\$61,818	\$67,531	\$68,615	\$69,698
14		\$61,818	\$67,531	\$69,681	\$70,782
15		\$61,818	\$67,531	\$70,764	\$71,881
16		\$61,818	\$67,531	\$71,864	\$72,999
17		\$61,818	\$67,531	\$72,979	\$74,132
18		\$61,818	\$67,531	\$72,979	\$75,283
19		\$61,818	\$67,531	\$72,979	\$76,454
20		\$61,818	\$67,531	\$72,979	\$77,642
21		\$61,818	\$67,531	\$72,979	\$78,849
22		\$61,818	\$67,531	\$72,979	\$80,074
23		\$61,818	\$67,531	\$72,979	\$81,318
24		\$61,818	\$67,531	\$72,979	\$82,581
25		\$61,818	\$67,531	\$72,979	\$83,864

**Mendocino Unified School District**  
**Mendocino Teachers' Association**  
**2018-19**  
**draft for Board Approval April 19, 2018**

Years **	0	1	2	3	4	5
	A.B.	A.B.+30	A.B.+45	A.B.+60	A.B.+75	A.B.+90
1	\$40,402	\$46,880	\$47,691	\$48,500	\$49,311	\$50,120
2	\$41,538	\$48,187	\$49,018	\$49,848	\$50,680	\$51,512
3	\$42,702	\$49,528	\$50,380	\$51,233	\$52,086	\$52,939
4	\$43,899	\$50,902	\$51,778	\$52,654	\$53,529	\$54,405
5	\$45,127	\$52,315	\$53,214	\$54,112	\$55,010	\$55,909
6	MA	\$46,387	\$53,764	\$54,686	\$55,609	\$56,530
7	\$2,500	\$47,680	\$55,252	\$56,198	\$57,144	\$58,090
8		\$49,008	\$56,778	\$57,749	\$58,721	\$59,692
9	Ph.D.	\$50,370	\$58,343	\$59,341	\$60,338	\$61,335
10	\$2,600	\$50,370	\$58,343	\$60,976	\$61,998	\$63,020
11		\$50,370	\$58,343	\$61,968	\$62,966	\$63,965
12	Natnl.	\$50,370	\$58,343	\$62,935	\$63,950	\$64,964
13	\$2,500	\$50,370	\$58,343	\$63,917	\$64,948	\$65,978
14		\$50,370	\$58,343	\$63,917	\$65,962	\$67,008
15		\$50,370	\$58,343	\$63,917	\$66,992	\$68,054
16		\$50,370	\$58,343	\$63,917	\$68,037	\$69,117
17		\$50,370	\$58,343	\$63,917	\$69,098	\$70,194
18		\$50,370	\$58,343	\$63,917	\$69,098	\$71,289
19		\$50,370	\$58,343	\$63,917	\$69,098	\$72,402
20		\$50,370	\$58,343	\$63,917	\$69,098	\$73,532
21		\$50,370	\$58,343	\$63,917	\$69,098	\$74,680
22		\$50,370	\$58,343	\$63,917	\$69,098	\$75,844
23		\$50,370	\$58,343	\$63,917	\$69,098	\$77,029
24		\$50,370	\$58,343	\$63,917	\$69,098	\$78,230
25		\$50,370	\$58,343	\$63,917	\$69,098	\$79,450
					\$79,449	\$80,689

**Mendocino Unified School District**  
**MTA Head Teacher Schedule 195 days**  
**2018-19**  
**draft for Board Approval April 19, 2018**

	1	2	3	4	5
Years **	A.B.+30	A.B.+45	A.B.+60	A.B.+75	A.B.+90
1	\$49,414	\$50,269	\$51,122	\$51,976	\$52,829
2	\$50,792	\$51,668	\$52,542	\$53,419	\$54,296
3	\$52,205	\$53,103	\$54,002	\$54,901	\$55,801
4	\$53,653	\$54,577	\$55,500	\$56,422	\$57,346
5	\$55,143	\$56,090	\$57,037	\$57,984	\$58,931
6	<b>MA</b>	\$56,670	\$57,642	\$58,615	\$59,586
7	<b>\$2,500</b>	\$58,239	\$59,236	\$60,233	\$61,230
8		\$59,847	\$60,871	\$61,895	\$62,919
9	<b>Ph.D.</b>	\$61,497	\$62,549	\$63,600	\$64,650
10	<b>\$2,600</b>	\$61,497	\$64,272	\$65,349	\$66,426
11		\$61,497	\$65,318	\$66,370	\$67,423
12	<b>Natnl.</b>	\$61,497	\$66,337	\$67,407	\$68,476
13	<b>\$2,500</b>	\$61,497	\$67,372	\$68,459	\$69,544
14		\$61,497	\$67,372	\$69,528	\$70,630
15		\$61,497	\$67,372	\$70,613	\$71,733
16		\$61,497	\$67,372	\$71,715	\$72,853
17		\$61,497	\$67,372	\$72,833	\$73,988
18		\$61,497	\$67,372	\$72,833	\$75,142
19		\$61,497	\$67,372	\$72,833	\$76,316
20		\$61,497	\$67,372	\$72,833	\$77,507
21		\$61,497	\$67,372	\$72,833	\$78,717
22		\$61,497	\$67,372	\$72,833	\$79,944
23		\$61,497	\$67,372	\$72,833	\$81,192
24		\$61,497	\$67,372	\$72,833	\$82,458
25		\$61,497	\$67,372	\$72,833	\$83,744

**Mendocino Unified School District**  
**MTA Counselor Schedule 200 days**  
**2018-19**  
*draft for Board Approval April 19, 2018*

Years	1	2	3	4	5
	A.B.+30	A.B.+45	A.B.+60	A.B.+75	A.B.+90
1	\$50,681	\$51,558	\$52,432	\$53,309	\$54,184
2	\$52,094	\$52,992	\$53,890	\$54,789	\$55,689
3	\$53,544	\$54,465	\$55,387	\$56,309	\$57,231
4	\$55,029	\$55,976	\$56,923	\$57,869	\$58,816
5	\$56,557	\$57,529	\$58,499	\$59,470	\$60,442
6	<b>MA</b> \$58,123	\$59,120	\$60,118	\$61,114	\$62,111
7	<b>\$2,500</b> \$59,732	\$60,755	\$61,777	\$62,800	\$63,824
8	\$61,382	\$62,431	\$63,482	\$64,532	\$65,581
9	<b>Ph.D.</b> \$63,074	\$64,152	\$65,230	\$66,308	\$67,385
10	<b>\$2,600</b> \$63,074	\$65,920	\$67,025	\$68,130	\$69,237
11	\$63,074	\$66,992	\$68,071	\$69,151	\$70,231
12	<b>Natnl.</b> \$63,074	\$68,038	\$69,135	\$70,231	\$71,328
13	<b>\$2,500</b> \$63,074	\$69,099	\$70,214	\$71,328	\$72,441
14	\$63,074	\$69,099	\$71,310	\$72,441	\$73,572
15	\$63,074	\$69,099	\$72,424	\$73,572	\$74,721
16	\$63,074	\$69,099	\$73,554	\$74,721	\$75,886
17	\$63,074	\$69,099	\$74,701	\$75,885	\$77,070
18	\$63,074	\$69,099	\$74,701	\$77,069	\$78,272
19	\$63,074	\$69,099	\$74,701	\$78,272	\$79,494
20	\$63,074	\$69,099	\$74,701	\$79,494	\$80,735
21	\$63,074	\$69,099	\$74,701	\$80,735	\$81,994
22	\$63,074	\$69,099	\$74,701	\$81,994	\$83,275
23	\$63,074	\$69,099	\$74,701	\$83,274	\$84,573
24	\$63,074	\$69,099	\$74,701	\$84,572	\$85,892
25	\$63,074	\$69,099	\$74,701	\$85,891	\$87,231

**Mendocino Unified School District**  
**Mendocino Teachers' Association**  
2019-20  
*draft for Board Approval April 19, 2018*

Years **	0 A.B.	1 A.B.+30	2 A.B.+45	3 A.B.+60	4 A.B.+75	5 A.B.+90
1	\$40,402	\$47,642	\$48,558	\$49,472	\$50,388	\$51,301
2	\$41,610	\$49,118	\$50,057	\$50,994	\$51,934	\$52,873
3	\$42,924	\$50,633	\$51,595	\$52,558	\$53,521	\$54,485
4	\$44,276	\$52,184	\$53,174	\$54,163	\$55,151	\$56,140
5	\$45,663	\$53,780	\$54,795	\$55,809	\$56,823	\$57,838
6	<b>MA</b> \$47,086	\$55,416	\$56,457	\$57,500	\$58,540	\$59,582
7	<b>\$2,500</b>	\$48,546	\$57,097	\$58,165	\$59,233	\$60,301
8	\$50,045	\$58,820	\$59,916	\$61,014	\$62,110	\$63,206
9	<b>Ph.D.</b> \$51,584	\$60,587	\$61,714	\$62,840	\$63,966	\$65,091
10	<b>\$2,600</b>	\$51,584	\$60,587	\$63,560	\$64,714	\$65,869
11		\$51,584	\$60,587	\$65,037	\$66,089	\$67,143
12	<b>Natnl.</b> \$51,584	\$60,587	\$66,057	\$67,127	\$68,197	\$69,266
13	<b>\$2,500</b>	\$51,584	\$60,587	\$67,092	\$68,180	\$69,266
14	\$51,584	\$60,587	\$67,092	\$69,249	\$70,352	\$71,456
15	\$51,584	\$60,587	\$67,092	\$70,336	\$71,456	\$72,577
16	\$51,584	\$60,587	\$67,092	\$71,438	\$72,577	\$73,714
17	\$51,584	\$60,587	\$67,092	\$72,557	\$73,713	\$74,868
18	\$51,584	\$60,587	\$67,092	\$72,557	\$74,867	\$76,041
19	\$51,584	\$60,587	\$67,092	\$72,557	\$76,041	\$77,233
20	\$51,584	\$60,587	\$67,092	\$72,557	\$77,233	\$78,444
21	\$51,584	\$60,587	\$67,092	\$72,557	\$78,444	\$79,671
22	\$51,584	\$60,587	\$67,092	\$72,557	\$79,671	\$80,921
23	\$51,584	\$60,587	\$67,092	\$72,557	\$80,920	\$82,188
24	\$51,584	\$60,587	\$67,092	\$72,557	\$82,187	\$83,474
25	\$51,584	\$60,587	\$67,092	\$72,557	\$83,473	\$84,781

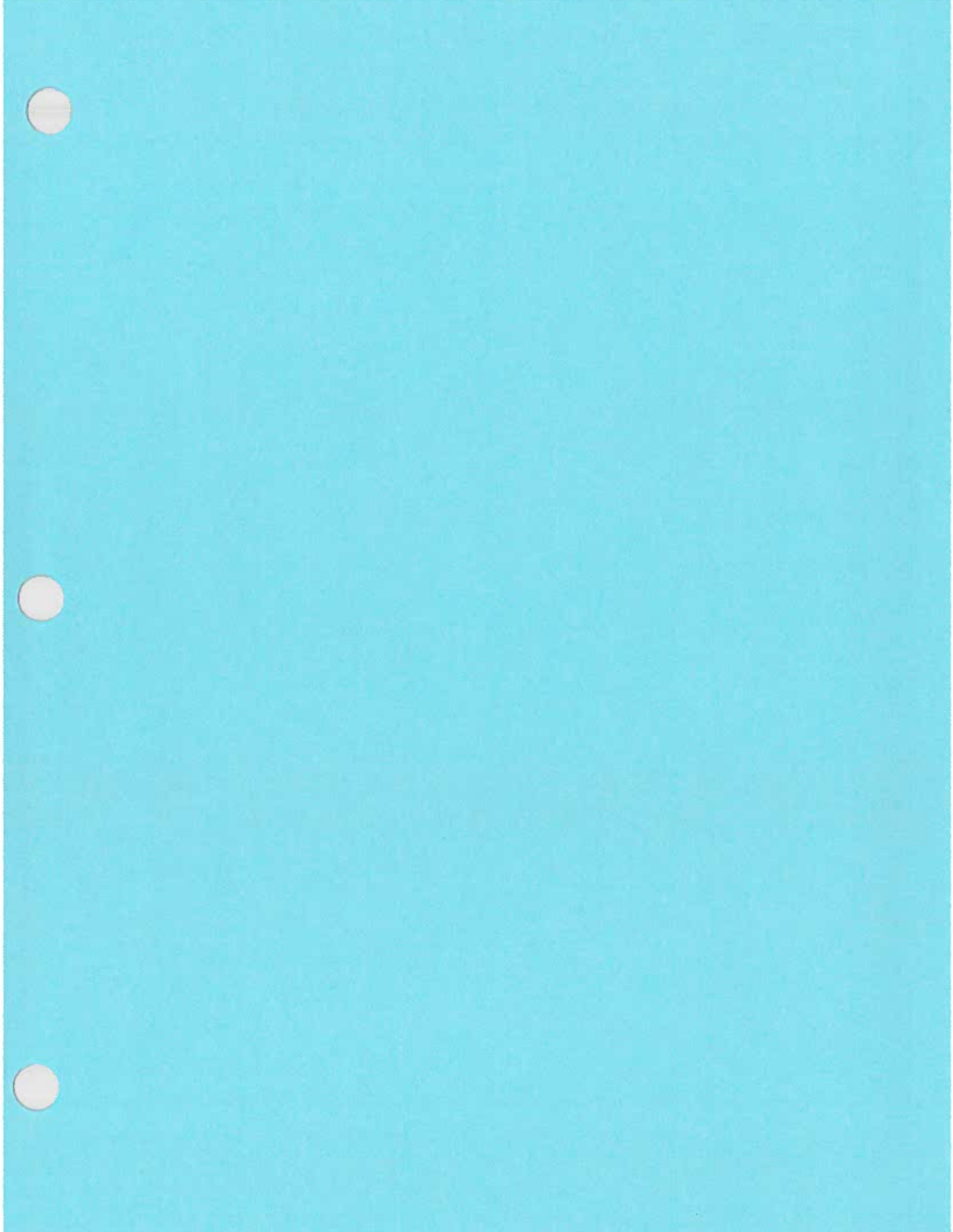
**Mendocino Unified School District**  
**MTA Head Teacher Schedule 195 days**  
**2019-20**  
**draft for Board Approval April 19, 2018**

	1	2	3	4	5
Years **	A.B.+30	A.B.+45	A.B.+60	A.B.+75	A.B.+90
1	\$50,217	\$51,183	\$52,146	\$53,112	\$54,074
2	\$51,773	\$52,763	\$53,750	\$54,741	\$55,731
3	\$53,370	\$54,384	\$55,399	\$56,414	\$57,430
4	\$55,005	\$56,048	\$57,091	\$58,132	\$59,175
5	\$56,687	\$57,757	\$58,826	\$59,895	\$60,964
6	<b>MA</b>	\$58,411	\$59,509	\$60,608	\$61,704
7	<b>\$2,500</b>	\$60,183	\$61,309	\$62,435	\$63,561
8		\$61,999	\$63,155	\$64,312	\$65,467
9	<b>Ph.D.</b>	\$63,862	\$65,050	\$66,237	\$67,424
10	<b>\$2,600</b>	\$63,862	\$66,996	\$68,212	\$69,429
11		\$63,862	\$68,553	\$69,661	\$70,772
12	<b>Natnl.</b>	\$63,862	\$69,628	\$70,755	\$71,883
13	<b>\$2,500</b>	\$63,862	\$70,719	\$71,865	\$73,010
14		\$63,862	\$70,719	\$72,992	\$74,155
15		\$63,862	\$70,719	\$74,138	\$75,318
16		\$63,862	\$70,719	\$75,300	\$76,500
17		\$63,862	\$70,719	\$76,479	\$77,697
18		\$63,862	\$70,719	\$76,479	\$78,914
19		\$63,862	\$70,719	\$76,479	\$80,151
20		\$63,862	\$70,719	\$76,479	\$81,408
21		\$63,862	\$70,719	\$76,479	\$82,684
22		\$63,862	\$70,719	\$76,479	\$83,978
23		\$63,862	\$70,719	\$76,479	\$85,294
24		\$63,862	\$70,719	\$76,479	\$86,630
25		\$63,862	\$70,719	\$76,479	\$87,985
				\$87,985	\$89,364

**Mendocino Unified School District**  
**MTA Counselor Schedule 200 days**  
**2019-20**  
**draft for Board Approval April 19, 2018**

Years	1	2	3	4	5
	A.B.+30	A.B.+45	A.B.+60	A.B.+75	A.B.+90
1	\$51,505	\$52,495	\$53,483	\$54,474	\$55,461
2	\$53,101	\$54,116	\$55,129	\$56,145	\$57,160
3	\$54,738	\$55,778	\$56,819	\$57,861	\$58,903
4	\$56,415	\$57,485	\$58,555	\$59,623	\$60,692
5	\$58,141	\$59,238	\$60,334	\$61,430	\$62,528
6	MA \$2,500	\$59,909	\$61,035	\$62,162	\$63,286
7	\$61,726	\$62,881	\$64,036	\$65,190	\$66,347
8	\$63,589	\$64,774	\$65,961	\$67,146	\$68,331
9	Ph.D. \$2,600	\$65,499	\$66,718	\$67,935	\$69,152
10	\$65,499	\$68,714	\$69,961	\$71,210	\$72,459
11	\$65,499	\$70,310	\$71,448	\$72,587	\$73,726
12	Natnl. \$2,500	\$65,499	\$71,413	\$72,570	\$73,726
13	\$65,499	\$72,532	\$73,708	\$74,882	\$76,056
14	\$65,499	\$72,532	\$74,864	\$76,056	\$77,250
15	\$65,499	\$72,532	\$76,039	\$77,250	\$78,462
16	\$65,499	\$72,532	\$77,230	\$78,462	\$79,691
17	\$65,499	\$72,532	\$78,440	\$79,690	\$80,938
18	\$65,499	\$72,532	\$78,440	\$80,937	\$82,206
19	\$65,499	\$72,532	\$78,440	\$82,206	\$83,495
20	\$65,499	\$72,532	\$78,440	\$83,495	\$84,804
21	\$65,499	\$72,532	\$78,440	\$84,804	\$86,131
22	\$65,499	\$72,532	\$78,440	\$86,131	\$87,482
23	\$65,499	\$72,532	\$78,440	\$87,481	\$88,852
24	\$65,499	\$72,532	\$78,440	\$88,851	\$90,242
25	\$65,499	\$72,532	\$78,440	\$90,241	\$91,655







Mendocino Unified School District  
 2017-18 Proposed Principals and Management  
 to be Approved by Board April 19, 2018

	step 1	2	3	4	5	6	7	8	9	10	11	
HS Principal	95,578	99,071	102,563	106,056	109,549							215 days
MS/GS Principal	95,578	99,071	102,563	106,056	109,549							215 days
MUSD Business Manager	77,204	79,907	82,702	85,597	88,594	91,694	94,904	98,225	101,663	105,222		224 days
MCN Business Manager	89,487											224 days
MCN Assistant Business Manager	72,076											224 days
Lead Psychologist	79,725	80,840	81,973	83,120	84,285	85,464	86,661	87,874	89,103	90,352	91,616	185 days
Preschool Site Supervisor	42,859	45,771	48,683	51,594	54,507	57,417	60,330	63,241	65,267	67,292	69,319	180 days

	step 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	
Executive Asst. to Superintendent	49,695	51,602	53,585	55,649	57,795	60,026	62,346	64,760	67,271	69,882	72,598	75,422	78,357	81,411	84,586	87,890	91,326	224 days
Maintenance Supervisor																		
Transportation Supervisor - 12 month	51,683	53,666	55,728	57,875	60,107	62,427	64,840	67,351	69,962	72,678	75,502	78,439	81,491	84,667	87,970	91,406	94,979	
With 4% Educational Increment																		
Transportation Supervisor - 10 month	41,405	42,982	44,637	46,353	48,149	50,005	51,940	53,956	56,050	58,225	60,481	62,835	65,269	67,824	70,458	73,211	76,085	186.5 days
with 4% Educational Increment	43,061	44,701	46,423	48,207	50,075	52,005	54,018	56,115	58,292	60,555	62,900	65,349	67,880	70,536	73,276	76,139	79,129	
Lead Aide - 10 month	41,072	42,636	44,278	45,980	47,762	49,603	51,522	53,522	55,599	57,757	59,994	62,330	64,744	67,278	69,891	72,622	75,473	185 days
with 4% Educational Increment	42,715	44,341	46,049	47,819	49,672	51,587	53,584	55,663	57,824	60,068	62,394	64,823	67,334	69,969	72,687	75,527	78,492	

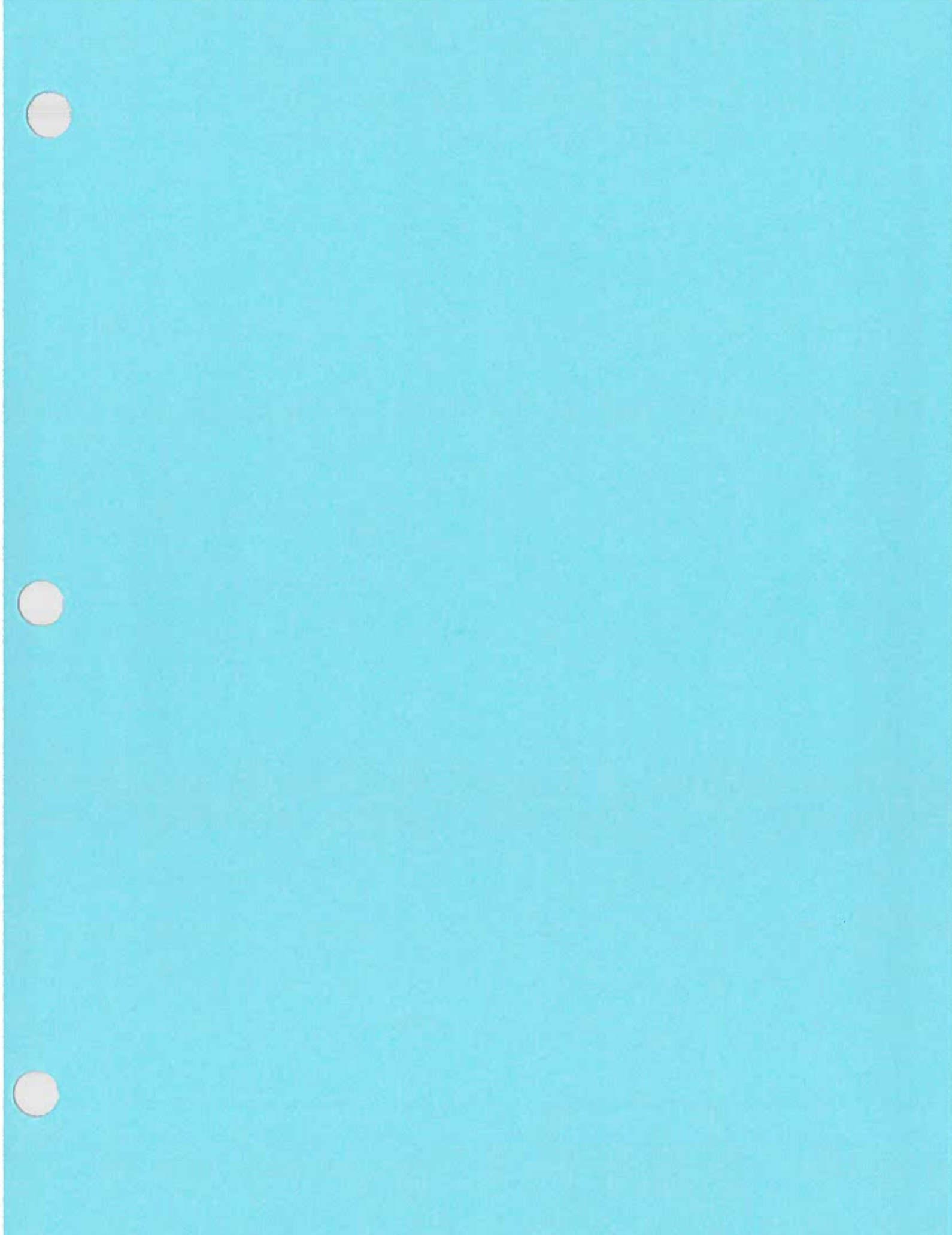
Mendocino Unified School District  
 2018-19 Proposed Principals and Management  
 to be Approved by Board April 19, 2018

	step 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	
HS Principal	97,490	101,052	104,614	108,177	111,740							215 days						
MS/GS Principal	97,490	101,052	104,614	108,177	111,740							215 days						
MUSD Business Manager	78,748	81,505	84,356	87,309	90,365	93,528	96,802	100,189	103,696	107,327		224 days						
MCN Business Manager	91,276											224 days						
MCN Assistant Business Manager	73,517											224 days						
Lead Psychologist	81,320	82,457	83,612	84,782	85,971	87,174	88,394	89,631	90,885	92,159	93,448	185 days						
Preschool Site Supervisor	43,716	46,686	49,656	52,626	55,597	58,565	61,537	64,506	66,572	68,638	70,705	180 days						
Executive Asst. to Superintendent	50,689	52,634	54,657	56,761	58,951	61,226	63,593	66,055	68,616	71,279	74,050	76,930	79,924	83,039	86,278	89,647	93,152	
Maintenance Supervisor																		224 days
Transportation Supervisor - 12 month																		
With 4% Educational Increment	52,717	54,739	56,843	59,031	61,309	63,675	66,137	68,698	71,361	74,131	77,012	80,007	83,121	86,361	89,730	93,233	96,878	
Transportation Supervisor - 10 month	42,233	43,842	45,530	47,280	49,112	51,005	52,978	55,035	57,171	59,389	61,691	64,092	66,574	69,180	71,868	74,675	77,607	
With 4% Educational Increment	43,922	45,596	47,352	49,171	51,076	53,045	55,097	57,237	59,458	61,766	64,159	66,657	69,237	71,946	74,743	77,662	80,711	
Lead Aide - 10 month	41,893	43,489	45,164	46,900	48,717	50,595	52,552	54,592	56,711	58,911	61,194	63,577	66,039	68,624	71,290	74,074	76,983	
With 4% Educational Increment	43,569	45,228	46,970	48,776	50,666	52,619	54,655	56,776	58,981	61,269	63,643	66,120	68,680	71,368	74,142	77,037	80,062	

Mendocino Unified School District  
 2019-20 Proposed Principals and Management  
 to be Approved by Board April 19, 2018

	step	1	2	3	4	5	6	7	8	9	10	11							
HS Principal		101,390	105,095	108,799	112,505	116,210							215 days						
MS/GS Principal		101,390	105,095	108,799	112,505	116,210							215 days						
MUSD Business Manager		81,898	84,765	87,731	90,801	93,980	97,269	100,674	104,197	107,844	111,620		224 days						
MCN Business Manager		94,927											224 days						
MCN Assistant Business Manager		76,458											224 days						
Lead Psychologist		84,572	85,755	86,957	88,173	89,409	90,661	91,930	93,216	94,521	95,845	97,186	185 days						
Preschool Site Supervisor		45,465	48,554	51,643	54,731	57,821	60,907	63,998	67,086	69,235	71,383	73,533	180 days						
	step	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	
Executive Asst. to Superintendent		52,716	54,739	56,843	59,032	61,309	63,675	66,137	68,697	71,361	74,130	77,012	80,007	83,121	86,361	89,729	93,233	96,878	224 days
Maintenance Supervisor		54,825	56,929	59,117	61,393	63,761	66,222	68,782	71,446	74,215	77,096	80,092	83,207	86,446	89,815	93,319	96,962	100,753	
Transportation Supervisor - 12 month		43,922	45,596	47,351	49,171	51,077	53,045	55,098	57,236	59,458	61,765	64,159	66,656	69,237	71,947	74,742	77,662	80,711	186.5 days
With 4% Educational Increment		45,679	47,420	49,246	51,138	53,120	55,167	57,302	59,526	61,836	64,237	66,725	69,323	72,006	74,824	77,732	80,768	83,939	
Transportation Supervisor - 10 month		43,569	45,229	46,970	48,776	50,666	52,618	54,655	56,776	58,980	61,268	63,642	66,120	68,680	71,368	74,141	77,037	80,062	185 days
with 4% Educational Increment		45,311	47,037	48,849	50,727	52,693	54,723	56,842	59,047	61,340	63,720	66,189	68,765	71,427	74,222	77,106	80,119	83,264	









**Mendocino High School 2018 Ramp Proposal**



**Grayson Aum**

**Diego Shadle**

**Olen Beam**

**Caden Mears**

**Shane Crockett**

## **Introduction**

Within this proposal we aim to suggest the construction of a half pipe at Mendocino High School. The ramp will enhance the tangibility of the science curriculum and provide a location for students to develop as life-long learners and athletes

At present the only skateboarding facility in the Mendocino Area is located in Fort Bragg. This leaves students living in Mendocino, Caspar, Little River, Elk, and Comptche little to no opportunity to skateboard on a regular basis unless they are old enough to drive, get a ride from a parent, or ride the MTA.

Skateboarding is a rapidly growing sport that is often overlooked, or deemed less valuable compared to other team based sports. On the contrary, skateboarding is a high energy activity that can build a strong body and mind, self reliance, and interaction with others. The lack of facilities and parks can lead individuals to skateboard in dangerous locations, often interfering with pedestrians and places of business. The greater Mendocino Community would only benefit from the construction of a half pipe at Mendocino High School. The creation of such a facility, as mentioned, can benefit the youth by providing a safe place to recreate and generating greater involvement in their community.

## **Background**

Intrinsic motivation is "...associated with deep cognitive engagement, mastery goal orientation, and self-esteem" (Seifer & Hedderson, 2010). A 2010 study analyzed the psychological effects of skateboarding on Intrinsic Motivation. In this study, a range of twenty skateboarders were observed while recreating, and interviewed when the opportunity presented itself. The age of these skateboarders ranged from fifteen to eighteen years old, and when interviewed, were asked to explain what made skateboarding so appealing. In this analysis, three main responses arose; satisfaction and accomplishment, freedom and autonomy, and the challenge (Seifer & Hedderson, 2010).

Hedderson and Seifer observed that the skateboarders who claimed to enjoy the satisfaction of pulling off a successful maneuver "were observed to repeatedly attempt a certain move, even in the face of failure". Skateboarders become absorbed in their practice, displaying robust focus and perseverance. Coincidentally, Mendocino School District staff and administrators have been discussing the implementation of Standards Based Grading in our classrooms. The term "standards-based" refers to a "system of instruction, assessment, grading, and academic reporting that are based on students demonstrating understanding or master of... knowledge and skills..." This paradigm shift in these aspects of teaching refocus the student toward using their studies and practice to develop their skills and understanding in association with the learning standards used by educators. Just like a skateboarder learning a new maneuver, this methodology is contingent upon students taking charge of their learning, overcoming personal failure, and doing the necessary tasks to develop mastery. By introducing more students to a sport like skateboarding, we can develop the perseverance and intrinsic motivation crucial to student success in the classroom.

## **Safety Concerns**

The construction of a halfpipe at Mendocino High School can reduce the amount of skateboard related injuries among the student population. According to Dumas and Laforest, "Studies show that the street represents the most common location for injuries, with motor vehicle collisions being the most serious" (Dumas & Laforest, 2009). In addition, by having a designated area, rules can be put in place to ensure a greater degree of safety. These rules can include wearing adequate safety equipment as well as following proper etiquette. Although it is true that risk of injury is a characteristic of skateboarding, like any other sport or activity, by constructing designated recreational areas, the amount of injuries can be substantially reduced (Dumas & Laforest, 2009). During class time, a chain can be secured across the bottom of the halfpipe which will effectively prevent students from using the ramp.

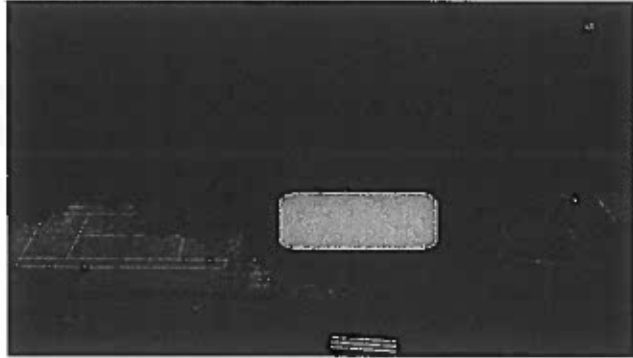
## **Student Involvement**

The halfpipe will be used for a variety of student-centered activities. In list form:

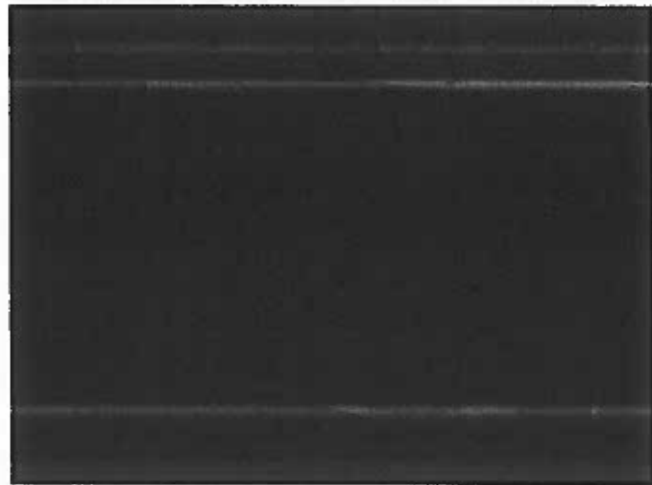
- 1) Physics students will use the halfpipe to study conservation of energy, Newton's Laws, Rotational motion, etc.
- 2) All students will have the opportunity to be a part of the construction piece of the project. Several students have already been a part of the planning and proposal piece. They are participating in the process of turning an idea into reality.
- 3) The Room 5 Advisory class, in accordance with our 'Adopt an Area of Campus' school initiative will be responsible for ramp maintenance and maintaining the cleanliness of the ramp area.
- 4) Art classes will have the opportunity to paint murals on the exterior walls of the halfpipe.
- 5) Earth Science students will use the halfpipe to examine the building consideration of facilities and to test the structure for earthquake readiness. Students will do this by rebuilding a scale model of the halfpipe and using our homemade earthquake plates for testing.
- 6) The halfpipe will be the home court of the inaugural Mendocino High Skateboarding club.
- 7) The halfpipe can be open for use for students during lunch and after school. Skateboarding is driven by group camaraderie and spirit; Students and teachers alike will form meaningful relationships that will increase school spirit and will make students feel more at home in the classroom.

## Objective:

Our objective is to build a halfpipe on one of two possible locations. The first is on the north east border of campus in a currently unused area just south of the tennis courts (see blue box). The second possible location is a patch of land previously used for a portable, right off of the northwest corner of the lower lab parking lot, next to the media arts lab. These locations are protected from wind, out of sight from the town, and will dampen any escaping sounds due to the buildings on the right, the wooden wall on the left, and the surround treeline. Both possible locations have been approved by school admin and teachers in the surrounding areas.



After reviewing various building options, the most effective plan in terms of cost and space is to construct a wooden half-pipe in the designated area. The ramp would have two sections: 1) a 12 foot wide section with four feet of transition and steel pipe coping and 2) an 8 foot wide section with 5.5 feet of transition with pool coping. The surface would consist of two layers of ½ inch plywood with another layer of Ramp Armor to protect against weather and wear and tear. We have guidance from Pat Black, a Point Arena local who has been a professional skateboarder for over 20 years and who built the Point Arena halfpipe in the early 2000s. He has agreed to lend his knowledge and time to the project.



## References

- Dumas, A., & Laforest, S. (2009). Skate parks as a health-resource: are they as dangerous as they look? *Leisure Studies* , 19-34.
- Seifer, T., & Hedderson, C. (2010). Intrinsic Motivation and Flow in Skateboarding: An Ethnographic Study. *Journal of Happiness Studies* , 277-292.

## Jason Morse

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**From:** ejknak@jett.net  
**Sent:** Monday, March 26, 2018 3:09 PM  
**To:** 'Jason Morse'  
**Cc:** Phil Onori; teaton@nwinsure.com; Justin David; Brett J. Faulknor; 'Kelley Bosch'; eric@selfjpa.org  
**Subject:** RE: Halfpipe Proposal  
**Attachments:** SAFETY POLICY 5\_23\_17 Final.pdf; MHS Ramp Proposal.pdf

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Hi Jason,

See the attached NCSIG Safety Policy, particularly C.9. with a \$10K District deductible for skateboard activities:

**C. \$9,000 Self-Insured Retention (SIR) Increase for Certain High Risk Activities:**

**7. Skateboards, Rollerblading/Skating, Scooters, Hoverboards.** It is recommended that all school sites be posted with signs stating "No Skateboarding, Rollerblading or Scooter Riding" to reduce the school's liability. If a school directly sponsors events including but not limited to the use of skateboards, scooters, or rollerblades/skates, each claim shall be subject to the SIR increase. Bike rodeos are acceptable under controlled situations. (Rev. 5/18/2016)

I am looking to NCSIG Loss Control Consultant Justin David, as well as NCSIG's excess liability JPAs for any additional input.

I have included California legal information below for a related law placed in effect 01/01/16...

Erik





# Legislative Update

## AB 1146 Skateboard Parks

*By Alex Mellor, Risk Manager*

For some time, California local public agencies have enjoyed limited statutory immunity, under Health & Safety (H&S) Code Section 115800, for liability for injuries to users riding a skateboard in a skate park owned by the agency. Now, a new bill (AB 1146, Jones) signed into law by Governor Brown earlier this year, expands the immunity to skate park users operating “other wheeled recreational devices” such as non-motorized bicycles, inline skates, roller skates, scooters, and wheelchairs.

This legislation is in response to a reluctance from local public agencies to allow those riding anything other than a skateboard to use public skate parks, for fear that the statutory immunity would not apply; and, represents a clear acknowledgment from the legislature that society is best served by encouraging those who ride “other wheeled recreational devices” to enjoy doing so in a skate park rather than in the streets or on private property.

Since the immunity available under H&S Code Section 115800 is limited, and predicated upon certain requirements being met, the anticipated increase in skate park use makes it more important than ever that local public agencies are aware of the limitations and requirements. Riding a skateboard, or other wheeled recreational device, is only considered a hazardous recreational activity (and therefore immunity is only available), if all the following conditions are met:

- The person riding the skateboard or other wheeled recreational device is 12 years of age or older.
- The riding of the skateboard or other wheeled recreational device that caused the injury was stunt, trick, or luge riding.
- The skate park operator requires that skate park users wear a helmet, elbow pads, and knee pads. If the skate park is unsupervised, this requirement can be satisfied by adopting an ordinance requiring skate park users to wear the above safety equipment, and posting signage to that effect. Posted signage should also state that any person failing to wear the required safety equipment will be subject to citation.

In addition, local public agencies that own skate parks are required to maintain a record of all known or reported injuries, claims, and lawsuits filed by a person riding a skateboard or other wheeled recreational device in an agency-owned skate park. Copies of the records of claims/lawsuits must be filed annually, no later than January 30 each year, with the Assembly Committee on Judiciary and the Senate Committee on Judiciary.

While AB 1146 should give local public agencies a high level of confidence in welcoming users of other wheeled recreational devices into their skate parks, it is unclear how this legislation will affect a design immunity defense, in the event one needs to be asserted. This is most likely to become an issue in the event the hazardous recreational activity requirements are not met (e.g. a



child under the age of 12 is injured while using the park). Although this is perhaps cause for mild concern, now that express immunity has been granted for local public agencies to allow those who enjoy riding bicycles, scooters etc. in agency-owned skate parks, refusing to allow them to do so will be a hard sell to the extreme sports community and the public in general.

A copy of AB 1146, along with an amended version of H&S Code Section 115800 can be found here: [http://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill\\_id=201520160AB1146](http://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=201520160AB1146)



**NORTHERN  
CALIFORNIA  
SCHOOLS  
INSURANCE  
GROUP**

Board Policy/Procedure  
Number: 96/97-2  
Date Adopted: 10-30-1996  
Last Revised: 05-23-2017  
Last Reviewed: 05-23-2017

## **SAFETY POLICY**

### **OBJECTIVE**

**The NCSIG Board of Directors adopts this amended safety policy in an effort to reduce injury to students, employees and the general public and to reduce loss of school property. The foremost objective is to provide a safe place for our students and staff as well as the general public. Other important objectives are to reduce financial loss and loss of use of facilities for our members. The Board urges careful review of this policy by Member Trustees, Administrators and Staff. They hope everyone will agree these policies are needed.**

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#### **A. NCSIG Risk Control Authority**

In accordance with the NCSIG Joint Powers Agreement, Bylaws and Master Program Document, the Board of Directors, comprised of school officials, is authorized to establish safety policy and to serve as the final arbitrator when a member school is not in compliance with good safety practices.

**The Risk Control Committee** is comprised of the Board Officers and is authorized to consider appeals of members to safety recommendations made by the Risk Control Consultant. They shall have authority to waive recommendations, offer alternative solutions or enforce the consultant's recommendations through the use of a higher Self Insured Retention (SIR) applying to each and every loss occurrence including costs of Investigation and Defense of the member school. If the SIR is prescribed, it shall take force upon registered notice to the Member. If the Member wishes to appeal to the Board of Directors, they must send their appeal to the JPA Manager within ten days of the notice of SIR. It will then be considered at the next regular or special meeting of the board. In the event of an appeal within these time limits, the application of the higher SIR shall be postponed until decision by the Board. It should be noted that this appeal process is not applicable to safety policies prescribed herein where the Board has established automatic SIR for failure to respond to recommendations or to described activities where the Board has determined a higher SIR shall apply.

**The Risk Control Consultant** is retained by NCSIG to assist Member schools in reducing risks of injury or property loss. The consultant will perform property and liability safety inspections of facilities owned or controlled by Members every two years with a follow-up audit either physical visit, phone interview or email message no later than a year after the inspection. The audit will consist of a review of the recommendations made during the inspection, and is intended to document that priority items and recommendations have been corrected.

All new members will be required to have an initial inspection in their first year of membership, and every two years thereafter.

Members are required to respond to recommendations within 60 days of the inspection report date. If there is no response, NCSIG will send a follow-up letter with an additional 30 days to respond. If there is no response, the JPA Manager will send a final Alert Letter, noting the Self-Insured Retention is automatically increased by an additional \$9,000 on any claims resulting from the identified hazard that has not been remedied.

The Board recognizes that some recommendations may cause financial hardship for Members. The Member may submit a written plan for implementing corrections over a reasonable time period. The Consultant will submit such requests to the JPA Manager for consideration by the Risk Control Committee.

## **B. Mandatory Safety Requirements**

1. **Monthly School Self-Inspections** - All members are required to implement a program of ongoing inspections by district personnel to be performed monthly. Sample forms are available at the NCSIG website or upon request. This is extremely important not only for public safety but to establish a record that can be used in court that shows real effort has been made to avoid injury. The Consultant is to inspect these records on each visit to the school site. Failure to maintain these records will result in a \$9,000 SIR increase toward any claim defense impeded by the lack of inspection records.
2. **Playground Safety** - NCSIG has been alerting Members for a number of years that playground equipment must be brought into compliance with the United States Consumer Product Safety Commission guidelines established in 1990. Member schools have made most corrections. Each year schools delay, they are increasing the likelihood of being found liable for gross negligence. Effective at the end of Fiscal Year 1997/98, a \$9,000 SIR increase will be applied to injury claims made as a result of playground equipment not conforming to the Safety Commission guidelines as recommended by our Safety Consultant in the most recent Risk Control Report.
3. **Ground Fault Circuit Interrupters (GFI's)** - The Risk Control Consultant has been urging all members since 1993 to install GFI's on electrical outlets within six feet of sinks and water fountains, all rest room receptacles, and outside "wet" areas to substantially lessen the shock hazard. While most schools have complied, many have not. Effective at the end of Fiscal Year 1997/98 a \$9,000 SIR increase will be applied to injury claims made as a result of failure to install Ground Fault Circuit Interrupters as recommended by our Safety Consultant in the most recent Risk Control Report.

**C. \$9,000 Self-Insured Retention (SIR) Increase for Certain High Risk Activities:**

1. **All activities taking place over eight feet above ground including mountain/rock/wall climbing or zip lines. Higher SIR does not apply to climbing walls owned and operated by U.S. Military. (Rev. 5/18/2016)**
2. **Scuba Diving** except swimming pool instruction. (Adopted 1/1/1997)
3. **Animal riding including horseback, donkey, pony and/or rides pulled by animals. Refer to #15 below regarding rodeo activities. (Rev. 5/18/2016)**
4. **Failure to have made corrections for serious safety hazards where recommendations were made in prior years. (This would be done only with approval of the NCSIG Risk Control Committee).**
5. **High Ropes” Courses or any courses operated commercially. “High Ropes” or “Self-Esteem” Courses are those that do not meet the attached NCSIG Safety requirements (See Exhibit A). Note: SIR applies whether to school operated course or to course operated by others. (This can be overcome by purchasing a \$1,000,000 liability insurance which is available or by obtaining a certificate of \$1,000,000 liability insurance from Vendor’s insurance company naming the NCSIG Member as “Additional Insured.” Contact your Agent for assistance. (adopted 1/1/1997)**
6. **Gun or Archery Clubs/After School Programs. Does not apply to physical education archery classes. (4/29/1997, Rev. 5/21/2009)**
7. **Skateboards, Rollerblading/Skating, Scooters, Hoverboards. It is recommended that all school sites be posted with signs stating “No Skateboarding, Rollerblading or Scooter Riding” to reduce the school’s liability. If a school directly sponsors events including but not limited to the use of skateboards, scooters, or rollerblades/skates, each claim shall be subject to the SIR increase. Bike rodeos are acceptable under controlled situations. (Rev. 5/18/2016)**
8. **Baseball Dugout Screening Required. Injuries resulting from failure to provide adequate dugout screening.**
9. **Roadside Cleanup or Tree/Seed Planting Programs involving school students shall be subject to the SIR increase applying to each injury.**
10. **Portable Soccer Goals or baseball backstops must be adequately secured by bracing, bolting, tie-down clamps, etc. to lessen the fall hazard which can occur when unsupervised children are playing on them. Injury caused by failure to secure or store portable soccer goals or baseball backstops will also be subject to the SIR increase.**
11. **Bounce Houses, water slides, slip-n-slides and inflatable equipment (includes inflatable sports games, bubble ball / knocker ball, inflatable sumo wrestling suits, etc.). (Rev. 5/23/2017)**
12. **Bleachers: Effective August 31, 2007, the increased SIR will apply to any member who has a loss occurrence involving a non-compliant bleacher which fails to meet the U.S. Product Safety Commission guidelines.**

13. **Non-Compliance of ASTM playground specifications for 6 month through 23 month children, effective 7/1/2010.**
14. **Non-Compliance of CPSC Public Playground Safety Handbook guidelines dated November 2010.** Applies to equipment deemed to be significantly out of compliance by the NCSIG Risk Control Consulting Manager and NCSIG JPA Manager after July 1, 2010 (adopted 5/21/2009, Rev. 5/26/2011).
15. **Rodeo activities conducted within the curriculum of covered member.** Note: Coverage is excluded for any competitions. (adopted 5/26/2011).
16. **NCSIG Member carrying a firearm at a school site with prior written approval from the NCSIG JPA Manager** (adopted 12/5/2013).

**D. \$150,000 Self-Insured Retention SIR for Certain High Risk Activities:**

1. **“Paint Ball Wars” Equipment Excluded.** NCSIG has excluded liability coverage and defense costs within its \$150,000 self-insured retention.
2. **Fitness equipment offered to “Adult Community.”** A liability indemnification agreement is required by covered Member employees using fitness equipment.
3. **Use of school buses or other school vehicles for transportation which is not an integral part of the NCSIG Member’s educational program** (home to school, school sponsored activities, sports, field trips, emergencies such as forest fires covered by government code). An exception would be transportation of any public school preschool or K-12 students to preschool or non-profit/public community programs. Transportation of non-member students is not permissible with the exception of transportation to NCSIG member-sponsored activities or community programs when these non-member students share transportation with member students and the non-member students represent a minority of those passengers being transported. Transportation of adult chaperones is permissible. NCSIG Officers (serving as the Risk Control Committee) to consider other requested transportation exceptions and grant them between Spring and Fall Board meetings with retroactive consideration by Board at next regular meeting. (Rev. 5/12/2005, 5/26/2011, 7/1/2014).
4. **Loss, claim or suit arising from the USE of Explosives, Fireworks or Pyrotechnic Devices during the regular curriculum or for special occasions unless the (3) items listed are satisfied:**
  - a. NCSIG Member must obtain approval from their Board of Trustees for this event.
  - b. Member must obtain a Certificate of Liability Insurance from the Vendor naming the Member as an Additional Insured for the event. Certificate must provide General Liability and Auto Liability limits of \$5,000,000 per Occurrence with an insurance company approved by the NCSIG JPA Manager.
  - c. Submit to the NCSIG JPA Manager at least 30 days prior to the event, a copy of an acceptable Contract between the Vendor & the Member in which the Vendor contract provides a hold harmless and indemnification clause to the Member.



**5. NCSIG Member carrying a firearm at a school site without prior written approval from NCSIG JPA Manager after satisfying the following 5 conditions:**

- 1) Carrying a Concealed Weapon Training (CCW)
- 2) Advanced Tactical Training
- 3) Psychological evaluation to carry a firearm
- 4) Approval by local Sheriff or District Attorneys office
- 5) Non-Violent Crisis Intervention Training.

Reference Penal Code 626.9 requiring Superintendents approval requirement and further restrictions. (Effective 7/1/2014).

**6. NCSIG Member adopting a blanket approach to allow any CCW holders to carry on school grounds without the scrutiny of a case-by-case basis. (Effective 7/1/2016)**

**7. Failure to comply with the "NCSIG Abuse Prevention Training Policy. (Rev. 7/1/2015)**

**E. Safety Policy re: all C.I.F. Sports Participants**

Effective 7-1-96, the Board requested all member high schools with CIF sports activities to adopt the following requirements for all CIF sports participants:

1. Require the attached Participation Agreement for CIF Voluntary Activities (see Exhibit "B") be signed and on file with the Member's office before participants will be allowed to participate in approved activities. (Note: While a release form signed by a minor may be challenged in court, it is much more likely the participant in a sport known to have a risk of injury who signs this release will not litigate against the district. The release signed by the parent or guardian will reduce their ability to bring suit.)
2. Require a medical release signed by a medical doctor stating that the participant is physically able to participate in the sport.
3. Require evidence of accident insurance covering the participant be on file with the NCSIG Member in advance of participation.
4. If transportation to practices or athletic events is by students, parents or others, the attached "Non-Sponsored Transportation Notice" (see Exhibit "C") should also be signed by each participant as well as their parents or guardians.

**F. Required Safety Practices**

1. **Model Rocketry.** NCSIG Safety Policy recommends that Member schools do not become involved in Model Rocketry programs although our insurance does not exclude these programs while during regular curriculum. If a school wishes to adopt a model rocket program as part of a science project, it is recommended it be restricted to programs reviewed by the administration and conducted by certificated staff in accordance with the attached "Safety Precautions for Rocket Launchings on School Sites" from the Science Safety Handbook prepared by CDE. See Appendix J.

## 2. **Transfer Liability Risk to Others**

Public agencies should require suppliers, contractors, consultants, tenants and transportation providers (i.e., other parties to a contract) to assume liability for and to maintain insurance against claims or judgments arising from their products, services or activities. This includes but is not limited to:

- a) Construction and Service Contractors/Consultants
- b) Users of school facilities (short term use) or sites/buildings leased/rented (long term use)
- c) Transportation by charter or private driver

Transfer of Risk shall be accomplished by a contract or agreement requiring insurance terms and including an indemnification agreement (hold harmless) in favor of the NCSIG member. A Certificate of Liability Insurance and Additional Insured Endorsement naming the NCSIG Member, it's elected or appointed officials, employees, agents and volunteers as an "Additional Insured" should be obtained to verify the insurance terms have been met. The other parties insurance shall be primary as respects to any coverage maintained by the NCSIG Member and reflect a minimum general liability limit of \$1,000,000 per occurrence or higher based on the tables below. The insurance company should have a minimum financial rating of A- : VII by Best Financial Guide. It is strongly recommended that member schools call upon their local Service Agent for assistance in accomplishing this transfer of risk and advice on the adequacy of coverage and financial rating of the company.

### **Recommended General Liability Limits for Sites Leased/Rented Including Short Term Use:**

#### **\$1,000,000 Per Occurrence**

- Meetings
- Boy/Girl Scouts, 4H, Camp Fire
- Health & Immunization Clinics
- Polling / Voting Site
- Emergencies: Red Cross, Fire Department
- Churches
- Leased/Rented Sites used for offices or low exposure business ventures

#### **\$2,000,000 Per Occurrence**

- Seasonal Sports/Recreation Leagues (Little League, Pop Warner, AAU, Soccer, etc.)
- Sober Grad (sponsored by user)
- Private events attracting large crowds (500+ persons)

#### **\$5,000,000 Per Occurrence**

- Year round Sports/Recreation Leagues (Public or Private Recreation Programs using indoor and/or outdoor facilities)

#### **\$10,000,000 Per Occurrence**

- Public or Private Entities use of swimming pool
- Sites leased to charter and/or private schools

**Recommended Insurance for Consultants:**

- General Liability \$1,000,000 Per Occurrence
- Professional Liability \$1,000,000 Per Occurrence
- Automobile Liability including owned, non-owned and hired \$1,000,000 Combined Single Limit Per Accident (Can be waived if the Consultant will not use an automobile for any phase of the work performed by Contract).
- Workers' Compensation \$1,000,000 (Can be waived if no employees and Consultant qualifies as independent contractor).
- Physical Abuse/Molestation, \$1,000,000 Each Incident (if students are present)

**Recommended Insurance for Contractors:**

- General Liability/Umbrella/Excess Liability per table below.
- Automobile Liability including owned, non-owned and hired \$1,000,000 Combined Single Limit Per Accident
- Workers' Compensation \$1,000,000
- Builders' Risk Insurance for completed value of the project when cost exceeds \$250,000

**Recommended Minimum General Liability Limits ~ New Construction Projects:**

Total Bid	Each Occurrence	Aggregate for Products Completed Operations	General Aggregate	Umbrella or Excess Liability	Total Per Occurrence (Primary + Excess)
≤\$1,000,000	\$1,000,000	\$2,000,000	\$2,000,000	\$1,000,000	\$2,000,000
>\$1,000,000 ≤\$5,000,000	\$1,000,000	\$2,000,000	\$2,000,000	\$3,000,000	\$4,000,000
>\$5,000,000 and above	\$1,000,000	\$2,000,000	\$2,000,000	\$6,000,000	\$7,000,000

**Recommended Minimum General Liability Limits ~ Modernization / Remodeling Projects:**

*Total Bid plus value of existing building	Each Occurrence	Aggregate for Products Completed Operations	General Aggregate	Umbrella or Excess Liability	Total Per Occurrence (Primary + Excess)
≤\$1,000,000	\$1,000,000	\$2,000,000	\$2,000,000	\$1,000,000	\$2,000,000
>\$1,000,000 ≤\$5,000,000	\$1,000,000	\$2,000,000	\$2,000,000	\$3,000,000	\$4,000,000
>\$5,000,000 and above	\$1,000,000	\$2,000,000	\$2,000,000	\$6,000,000	\$7,000,000

\*Total cost of project plus replacement cost of the highest valued existing building involved with this project.

### **Recommended Insurance for Transportation Providers**

- Charter Bus
  - General Liability \$1,000,000 Per Occurrence
  - Automobile Liability \$5,000,000 Combined Single Limit
- Private Driver or Employee Using Personal Vehicle
  - Bodily Injury \$100,000 each person/\$300,000 each occurrence,  
Property Damage \$50,000 each occurrence OR Combined Single Limit  
\$300,000 each occurrence

## **SIGNIFICANT LIABILITY EXCLUSIONS**

### **The following activities are entirely excluded under our Memorandum of Coverage:**

1. **Use of Watercraft with motor exceeding 25 horsepower or sailboats over 24 feet in length** except boats chartered with a commercial operator providing liability insurance naming the Covered Member as an Additional Insured. (Note: Houseboats are only covered up to the \$5,000,000 Nor Cal ReLIEF limit, but excludes any inboard or outboard boats exceeding 25 horsepower accompanying them).
2. **In-flight operations of aircraft** with the exception of Unmanned Aerial Systems (UAS) when operated within the curriculum or authorized district operations, and consistent with applicable FAA guidelines. This exclusion does not apply to Aircraft used for instructional purposes while located on property the Covered Agency owns, leases, rents or occupies, or with respect to operations performed by scheduled common carriers or the US Military. This exclusion includes hot air/gas balloons, weather balloons, hang gliders, helicopters, ultralight aircraft, gliders, etc.
3. **Trampolines** except for small rebounding devices.
4. **All-Terrain vehicles including go-carts** not licensed for highway use or used in recreational activities.
5. **Sale or Distribution of any explosives, fireworks or pyrotechnic devices.** (See \$150,000 S.I.R. Section for losses arising from USE of explosives, fireworks or pyrotechnic devices.
6. **Model rocketry not part of regular curriculum.** Refer to F. Required Safety Practices and Appendix J. of this Safety Policy for risk control recommendations.
7. **Rodeo activities outside of curriculum and/or rodeo competitions.** This exclusion includes any exhibition of cowboy skills such as bronco riding, calf roping, or a roundup, steer wrestling, Brahma bull riding or the use of any mechanical rodeo apparatus.

**This list of exclusions does not state all exclusions or limitations included in the liability section of the Nor Cal ReLIEF or SELF Memorandum of Coverage. Always contact your local Service Agent with questions regarding your insurance coverage.**

**NORTHERN CALIFORNIA SCHOOLS INSURANCE GROUP**  
**NCSIG SAFETY REQUIREMENTS FOR ROPES COURSES**

The following safety requirements are recommended if and where ropes courses are installed and/or operated on NCSIG Member school premises:

- School Administrators including physical education instructors, on-site faculty, etc. and volunteers be specifically trained in the ropes courses including supervision, preventive maintenance and inspections, attractive nuisance exposures, emergency procedures in case of public injury and similar items.
- Regardless of the type of activity, i.e. climbing, swinging, balancing, etc., the maximum height of any apparatus need to be limited to eight feet. For playground equipment, this is measured from the top of the cushioning material such as pea gravel, wood chips, etc. to the highest point on a platform, slide, climber, etc. where an individual is expected to stand, sit, slide, etc.
- Each specific school site needs to develop and implement a preventive maintenance and inspection program. Major items to include integrity of wood and other structural material, depth and amount of cushioning material, broken glass and foreign objects in course areas, appropriate signs as to the age and hours of operation, applicable warnings or caution signs recommended by the manufacturer and similar items.
- Strongly recommend the use of "climbing walls" and similar structures be prohibited. The main reason is ball walls and similar structures six feet and higher must meet the Division of State Architect's specifications when installed on a school premises. Without proper design, installation and maintenance, these walls/structures could fall and seriously injure if not fatally wound members of the public.
- Adequate cushioning material such as pea gravel, wood chips, sand, rubber matter, etc., needs to be provided under and around all ropes courses equipment. Similar to playground equipment guidelines, fall zones should extend a minimum of six feet around the perimeter of all equipment.
- Donated/purchased wood products such as utility poles, railroad ties, etc., will not contain toxic substances or preservatives such as creosote, arsenic or pentachlorophenol.

**Sample – Edit Highlighted Sections & Place on School Letterhead**

**ATHLETICS / SPORTS VOLUNTARY ACTIVITIES PARTICIPATION FORM  
ACKNOWLEDGMENT AND ASSUMPTION OF POTENTIAL RISK**

**CONSENT TO PARTICIPATE**

Athlete's Name: \_\_\_\_\_ Sport: \_\_\_\_\_  
 Address: \_\_\_\_\_  
 Home Phone: \_\_\_\_\_ Cell Phone \_\_\_\_\_ Work Phone \_\_\_\_\_  
 Parent/Guardian Name: \_\_\_\_\_  
 Address (if not living with student): \_\_\_\_\_  
 In case of emergency, contact: \_\_\_\_\_ Phone: \_\_\_\_\_

By its very nature, this Sport, including tryouts, may put students in situations in which serious catastrophic and perhaps fatal accidents may occur. Students and parents must assess the risks involved in such participation and make their choice to participate in spite of those risks. No amount of instruction, precaution, or supervision will totally eliminate the risk of injury. Just as driving an automobile involves the risk of injury, participation in this Sport by students involves some inherent risk. The importance of your awareness of these risks in determining whether or not to allow your child to participate cannot be overstated. There have been accidents in this Sport, resulting in death, paraplegia, quadriplegia, and other very serious permanent physical impairments as a result of athletic participation.

Students will be instructed in proper techniques and in the proper utilization of all equipment or work used in practice and competition. Students must adhere to that instruction and utilization and must refrain from improper uses and techniques.

No amount of instruction, precaution, and supervision can eliminate all risk of injury, including serious injury. Some of the injuries/illnesses which may result from participating in these activities include, but are not limited to, the following:

- |                             |                            |
|-----------------------------|----------------------------|
| 1. Sprains/strains          | 7. Loss of eyesight        |
| 2. Fractured bones          | 8. Communicable diseases   |
| 3. Unconsciousness          | 9. Internal organ injuries |
| 4. Head and neck injuries   | 10. Brain damage           |
| 5. Neck and spinal injuries | 11. Death                  |
| 6. Paralysis                |                            |

By signing this waiver, you acknowledge that you understand and accept such risk and authorize the student named above to participate in this Sport. By choosing to participate, you acknowledge that such risks exist.

Sample – Edit Highlighted Sections

ACKNOWLEDGMENT AND ASSUMPTION OF POTENTIAL RISK

I authorize my son/daughter, \_\_\_\_\_, to participate in the District sponsored Sport activities of \_\_\_\_\_.

I have read this form in its entirety and understand its contents. I understand that it is my obligation to ask questions about anything I do not understand.

I understand and acknowledge that participation in this Sport is completely voluntary and as such is not required by the District for course credit or for completion of graduation requirements.

I agree to assume financial responsibility for any medical costs and expenses incurred as a result of any injury that may be sustained by my child while participating in this Sport.

I understand, acknowledge and agree that the District, its elected or appointed officials, employees, agents or volunteers shall not be liable for any injury/illness suffered by my son/daughter which is incident to and/or associated with preparing for and/or participating in this activity and I voluntarily assume all risk, known or unknown, of injuries, howsoever caused, even if caused in whole or in part by the action, inaction, or negligence, of the released parties to the fullest extent allowed by law.

I acknowledge that I have carefully read this VOLUNTARY ACTIVITIES PARTICIPATION FORM and that I understand and agree to the terms.

\_\_\_\_\_  
Parent/Guardian

\_\_\_\_\_  
Date

\_\_\_\_\_  
Student Signature (if age 18 or older)

\_\_\_\_\_  
Date

A signed VOLUNTARY ACTIVITIES PARTICIPATION FORM and AUTHORIZATION & CONSENT FOR MEDICAL TREATMENT AND HEALTH INSURANCE VERIFICATION FORM must be on file with the District before a student will be allowed to participate in the above extra-curricular activities.



**AUTHORIZATION & CONSENT FOR MEDICAL TREATMENT  
AND HEALTH INSURANCE VERIFICATION**

**HEALTH INSURANCE:**

Pursuant to Education Code 32221, the insurance shall provide the following coverage:  
At least one thousand five hundred dollars (\$1,500) for all medical and hospital expenses.

I have health insurance that meets the requirements under the California Education Code Section 32221.

Athletic Team/Sport: \_\_\_\_\_

Student's Name: \_\_\_\_\_

Insured (Subscribers) Name: \_\_\_\_\_

Insurance Company: \_\_\_\_\_

Policy/I.D. Number: \_\_\_\_\_

**California Education Code 32221.5: Some students may qualify to enroll in no-cost or low-cost local, state, or federally sponsored health insurance programs. Information about these programs may be obtained by calling Medi-Cal at 800-541-5555 or Healthy Families Program at 800-599-7056.**

**AUTHORIZATION & CONSENT FOR MEDICAL TREATMENT**

In the event of an injury or illness to \_\_\_\_\_ while participating on the athletic team, I do hereby authorize the District, as agent for the undersigned, to consent to any x-ray examination, anesthetic, medical or surgical diagnosis or treatment and hospital care which is deemed advisable by, and is to be rendered under, the general or special supervision of any physician and/or surgeon, whether such diagnosis or treatment is rendered at the office of said physician or at any medical facility.

It is understood that this authorization is given in advance of any specific diagnosis, treatment or hospital care being required but is given to provide authority and power on the part of the aforesaid agent to give specific consent to any and all such diagnosis, treatment or hospital care which the aforementioned physician in the exercise of his/her best judgment may deem advisable.

This authorization shall remain effective through the conclusion of the sport season, including any playoff or championship competition, unless revoked in writing and delivered to said agent.

Parent/Guardian Signature: \_\_\_\_\_ Date: \_\_\_\_\_



## Appendix J

# Safety Precautions for Rocket Launchings On School Sites

Always wear appropriate eye protection during rocket launchings.

### **Solid Propellant Engine Rockets**

State fire laws now allow model rockets to be launched on school sites provided that the conditions outlined in this appendix are observed.

Activities involving the firing of rockets must be well planned. It is recommended that launchings be limited to no more than 10 rockets if an audience will be present. Only authorized classes and clubs may engage in this kind of activity.

Guidelines for the firing of model rockets on school sites are as follows:

1. **Purpose.** These regulations have been prepared for the purpose of establishing reasonable safety standards for the testing and flying of model rockets. Model rockets are classified as nonprofessional rockets that are propelled by approved, commercially manufactured solid propellant engines.
2. **Special permit.** At least four weeks before the date selected for the firing of model rockets, the school shall submit a firing request to the responsible district office. A special permit shall be obtained from the fire department for a given period. (Usually, the fire department's policy is to issue such a permit to cover a brief time.) The permit is issued in the name of the school administrator. The instructor shall comply with all safety standards and conduct the launching in a manner that is also acceptable to the school administrator.
3. **Size of rockets.** Rockets with a class A or smaller engine are strongly recommended. Configuration of the rockets is not limited except for weight (four ounces [112 gm] with engine) and length (not less than ten inches [25 cm] or greater than 15 inches [38 cm]). The rocket shall contain no metal parts.

4. **Launch site standards.** The following stipulations apply:
  - a. The launch site shall consist of a firing area and a recovery area. The firing area shall be considered that area contained within a radius of 25 feet (8 m) from the location of the launching platform. The recovery area shall include the firing area and shall be determined to be the minimum area necessary for retrieval of the launched rocket.
  - b. The minimum size of the launch site shall extend to a radius of at least 100 feet (30 m) from the firing position.
  - c. The launch site shall not be located in a grain field, in an area of dry grass or bush, or in a forested area.
  - d. The launch site shall not contain or be located near any high-voltage line, major highway, or any other obstacle deemed hazardous by the fire department.
  - e. The launch site shall not include any buildings or other structures, unless approved by an official from the fire department.
  - f. The firing area shall not be closer than 25 feet (8 m) from the boundary of the launch site.
5. **Launching facilities.** Model rockets shall be launched only from platforms that meet the following conditions:
  - a. A launch guide (tube, wire, or other suitable device) shall be used to restrict the horizontal motion of the rocket until sufficient flight velocity is achieved to maintain stability during flight. Ignition of the model rocket engine shall be by remote electrical means and shall be under the control only of the person launching the rocket. The launch shall be properly supervised by the instructor in charge.
  - b. The launching angle shall not be less than 75 degrees from the horizontal plane.
  - c. The surface wind at the launch site shall not exceed 18 miles per hour (30 km per hour), and vertical visibility from the firing area shall be at least 715 yards (650 m).
  - d. The recovery device material (parachute or other) ejected from the rocket during the flight sequence shall be of flame-resistant material.
  - e. The model rocket shall be launched only during daylight hours (except when specifically approved otherwise by the fire department).

- f. All personnel conducting or observing the firing shall maintain a clear distance of not less than 25 feet (8 m) from the launch platform during the countdown and firing. The firing site shall be clearly blocked off by rope or some other temporary measure.
  - g. Only one source of power shall be used for each launch site. No vehicles shall be within the firing area.
  - h. The person launching the rocket shall make all electrical connections at both the firing platform and the source of power.
  - i. All spectators shall be positioned upwind of the firing areas and at a distance of at least 25 feet (8 m) from the firing site.
6. **Supervision.** The instructor in charge of the firing site shall supervise the arming of the rocket with the rocket engine, the firing of the rocket, and the disposal of all unfired or defective rocket engines. A second adult shall be responsible for the safety of spectators and all other persons who may be present.
  7. **Misfires.** After any misfire, the rocket shall be allowed to remain in the launch position for at least one full minute before the rocket is approached. All disarming shall be performed under the supervision of the instructor in charge. The person checking the misfire shall wear a face shield.

### **Water Rockets**

Safety is very important with any rocket. Water rockets in particular are not toys. A pressurized water rocket can store huge amounts of energy and fly hundreds of miles per hour. They can suddenly burst, or injure bystanders by landing hundreds of feet away. Students should never be allowed to launch water rockets without constant adult supervision. Local laws and regulations may apply. It is the responsibility of all participants to be familiar with and follow all appropriate regulations related to rocketry. Use ordinary tap water. Do not use substances that are harmful to the environment.

#### **1. Construction Materials**

- a. Only lightweight, nonmetallic external parts for the nose, body, payload container, and fins should be used so that the rocket does not conduct electricity.
- b. Never use "glass" or other breakable containers at any time. Use only carbonated beverage bottles or pressure chambers that are designed to handle the envisioned flight pressures.

## **2. Payload Materials**

- a. The payload container has to be constructed from strong, nonmetallic materials.
- b. The payload section is to be attached above all pressurized parts of the rocket and must not contain any exposed metal parts.
- c. The payload section must be separate from any pressurized portions of the rocket.
- d. Payloads should never include any flammable, explosive, biohazardous materials or live animals.

## **3. Recovery System**

- a. All launched parts of a rocket that travel over 6 meters (20 feet) in altitude must have a recovery system that limits their descent rate at time of touchdown at ground level to a maximum velocity of 10 meters/second (33 feet/second). This includes all pieces that separate or are shed in flight. Fast-falling rockets, debris, and rocket parts can be very dangerous. Recovery system malfunctions will disallow any record flights.
- b. The recovery system cannot contain black powder, fireworks, or pyrotechnic "squibs."

## **4. Pressure Vessel**

- a. The pressure vessel shall be made of thin, ductile plastic capable of withstanding the intended launch pressure.
- b. The pressure vessel may not be constructed using any portion of an existing high-pressure enclosure.
- c. The pressure vessel and all external parts of the rocket may not be fabricated from metal. In addition to being heavy and dangerous if falling because of failed deployment, metal can also cause major problems if landing on power lines.
- d. Metallic components should never be in contact with the outside of the pressure vessel, as they could become dangerous projectiles should the rocket explode.
- e. Pressure testing of all rocket pressure vessels should be performed by filling the vessel completely with water before pressurizing the system. It is also recommended that a protection barrier be deployed to minimize projectiles being ejected from the testing area if a burst of the vessel occurs.

- f. f) The rocket must be pressurized with atmospheric air. No exotic gases, cryogenics, or combustibles are allowed.

## **5. Launcher**

- a. Rockets should be launched from a stable launch device that is pointed to within 30 degrees of the vertical to ensure that the rocket flies nearly straight up.
- b. The rocket must be launched remotely. Operators/spectators are to stand back a minimum of 15 meters (50 feet) while a rocket is pressurized and remotely launched. A high-pressure rocket can rupture and explode violently and may cause severe injury.
- c. **Safe distance:** Everyone should be kept at a safe distance from any pressurized rocket. Fifty feet (15 meters) between flight-crew members and a pressurized rocket is considered a safe distance. Add a minimum of 10 feet (three meters) or more for spectators. Spectators should always stay behind flight-crew members.

## **6. Pressure Source**

- a. All valves, hoses, pipes, and fittings from the pressure source to the launch pad shall be rated for the planned launch pressure.
- b. The rocket must be pressurized using atmospheric air only.

## **7. Flight Safety**

- a. Rockets should be launched only outdoors, in a clear, open area without obstacles such as trees or power lines.
- b. An audible countdown should be used before each launch.
- c. Rockets should be launched in safe weather conditions, with wind speeds no greater than 15 miles per hour.
- d. Do not attempt to recover any rocket from power lines, tall trees, rooftops, or other dangerous places.
- e. Do not launch rockets over or near roadways or into the path of a vehicle.

## **SUMMARY OF RISK TRANSFER**

Public agencies usually require suppliers, contractors and tenants (i.e., other parties to a contract) to assume liability for and to maintain insurance against claims or judgments arising from their products or activities for the agency.

The agency's standard business contracts should contain a description of the required insurance and an indemnification clause. An indemnification clause (also called "hold harmless" clause) is an agreement by which one party assumes the liability of another. Usually, public agency requires the other party ("contractor") to assume some of the agency's liability arising out of the activity or product that is the subject of the contract, as the contractor is usually the party in the best position to control the loss. Normally, the agency should require that the insurance also protect the agency, its officers, officials, employees and volunteers.

The indemnification clause automatically takes effect when the contract is signed, but the required insurance does not. Coverage applies only when the other party's insurance company issues the required insurance policies or endorses existing policies to conform to the agency's requirements. Your agency should require proof that the insurance is in effect before the contract is accepted.

As proof of coverage, most insurance agents are accustomed to issuing a document called a "certificate of insurance". A certificate of insurance does not accomplish the changes describe above; issuance of a certificate merely serves as evidence that the contractor has a policy of insurance at the time the certificate is issued.

This appendix provides a brief description of how to establish insurance requirements for contracts with contractors, tenants and vendors and how to monitor their compliance with those requirements.

There are five basic steps in administering insurance clauses in contracts where the other party is required to provide insurance to protect the agency, its officers, officials, employees and volunteers. These steps are:

1. Develop correct insurance specifications.
2. Inform bidders of the insurance requirements early in the bid process and distribute forms promptly.
3. Review the completed insurance documentation promptly. Notify the other party immediately if paperwork is not correct.
4. Save the signed forms.

Information provided by:  
Dave Warren, CPCU, Risk Management Consultant



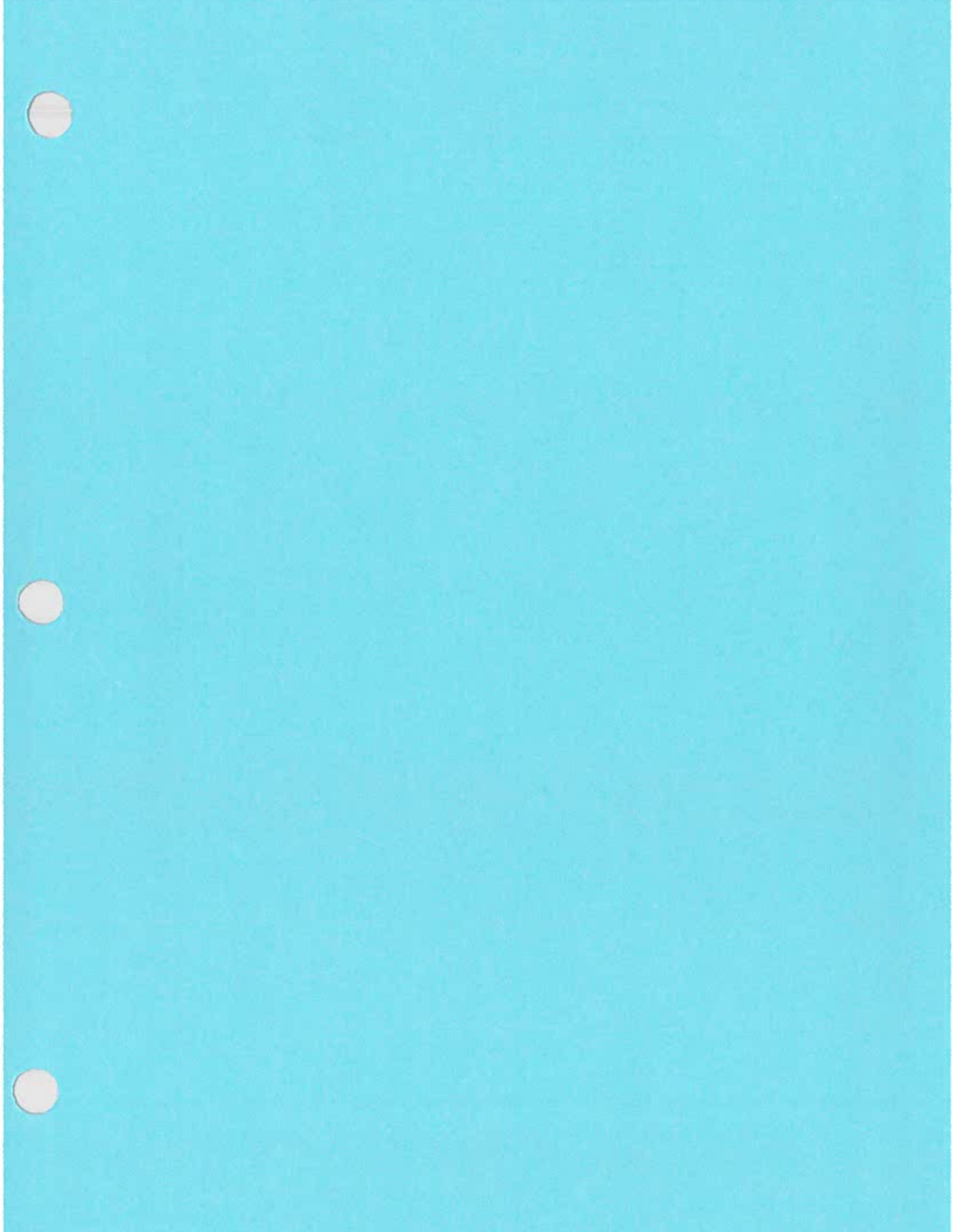
5. Inform the other party's insurer immediately, in writing, of incidents or claims that may be covered by the insurance.

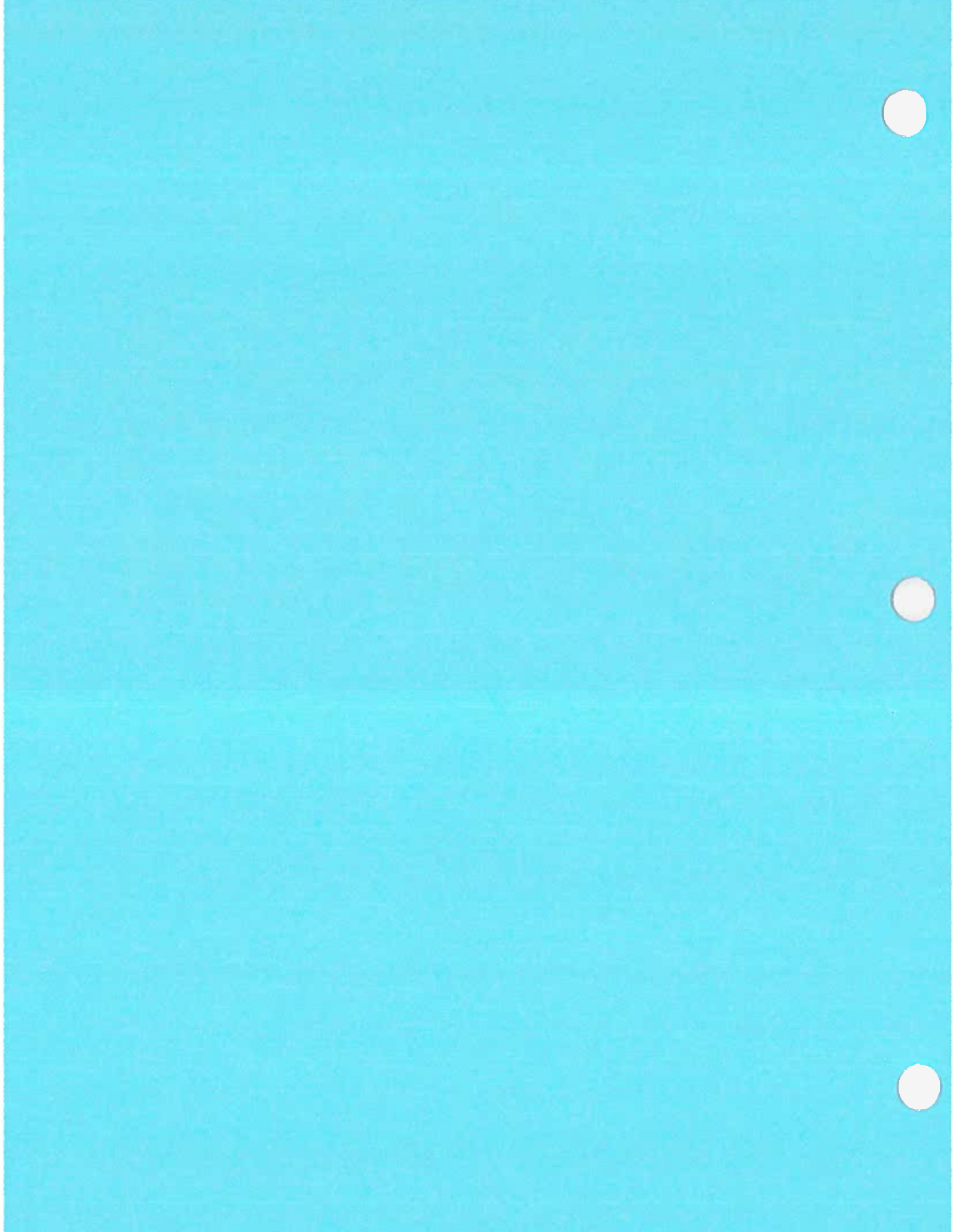
The basic considerations for drafting insurance specifications are:

1. Be as specific as possible in describing types of insurance required.
2. Describe maximum deductibles that the other party may maintain.
3. Require addition of the agency, its officers, officials, employees and volunteers as "additional insureds" to all required liability coverage.
4. Require that the other party's insurance be primary.
5. Require that policies be endorsed to give the agency at least 30 days' notice of cancellation or material reduction of insurance coverage.
6. Specify that the insurance is to be placed with insurers that meet a certain minimum rating.
7. Fit the insurance limits to the situation.

Information provided by:  
Dave Warren, CPCU, Risk Management Consultant











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Project	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	Running Total
Basket Ball Hoop	-990.24									-990.24
E Stairs		-214.21								-214.21
Vegetation Clearing		-685.44								-685.44
New Furnace			-6,998.00							-6,998.00
Exterior Stain/Repairs						-40,000.00				-40,000.00
Trail To Playground				-109.43						-109.43
Water Tank Roof Roof					-5,000					-5,000.00
										0.00
Total/Year	-990.24	-899.65	-6,998.00	-109.43	-5,000.00	-40,000.00	0.00	0.00	0.00	-53,997.32







