

4.4 Maternity Leave of Absence

- 4.4.1. The Board, upon written request of an employee, shall grant up to one year uncompensated leave for maternity.
- 4.4.2. Written requests for uncompensated maternity leave are encouraged within sixty days of the diagnosis of pregnancy.

4.5 Family Care Leave

- 4.5.1 Any employee who has at least 12 months of service with the district, and who has at least 1250 hours of service with the district during the previous 12 month period prior to commencement of the leave, shall be eligible to take unpaid family care leave as outlined in Board Policy and Administrative Regulation 4161.8.

4.6 Guidelines for Leave Requests

- 4.6.1. An employee shall have three years of service with the District.
- 4.6.2. An employee shall have received satisfactory evaluations during his/her period of service.
- 4.6.3. In the case of denial of the leave, a written explanation will be provided to the applicant detailing the reason for the denial.
- 4.6.4. In the event that the employee is dissatisfied with the denial, he/she may appeal this decision to the Board.
- 4.6.5. Uncompensated maternity/paternity leaves will fall under the above guidelines.

ARTICLE 5 — GRIEVANCE

5.1 Definitions

- 5.1.1. **Grievance:** Any alleged violation of this Agreement which is known or should have been known to the employee.
- 5.1.2. **Grievant:** A District employee in the unit covered by this Agreement who is filing a grievance, or the Association when the alleged contract violation applies exclusively to the Association.
- 5.1.3. **District Employee:** A full-time or part-time classified person as defined in Article 2, Section 1.
- 5.1.4. **Conferee:** A person, not a party to a grievance, who is asked by either party to serve as the party's advisor.
- 5.1.5. **Supervisor:** The supervisor having immediate jurisdiction over the employee who is filing the grievance.
- 5.1.6. **Grievance Hearing Panel:** A three-person group responsible for reviewing appeals of grievance decisions.

The panel shall be composed of one individual selected by the Superintendent, one individual selected by the Association (neither of whom are parties-in-interest), and a third person appointed by the initial two members of the panel.

If no agreement can be reached, the American Arbitration Association shall be requested to supply a third person.

The third person shall serve as chairperson of the panel.

The decision of the panel shall be final and binding on all parties.
- 5.1.7. **Day:** Any day in which the District employee grievant is performing work for the District

5.2 General Provisions

- 5.2.1. Nothing contained herein will be construed as limiting the right of any employee having a grievance to discuss the matter informally with any appropriate member of the administration and to have the grievance adjusted without intervention by the Association, provided that the adjustment is not inconsistent with the terms of this Agreement.
- 5.2.2 The time limits may be extended only by mutual written agreement of the Superintendent and the President of the Association.
- 5.2.3. In the event a grievance is filed at such a time that it cannot be processed through all the steps in this grievance procedure by the end of the school year, the limits set forth herein may be reduced by mutual agreement so that the procedure may be exhausted prior to the end of the school year or as soon as is practicable.
- 5.2.4 Each level of this procedure which contains a five (5) day limitation to respond to or advance the grievance to the next level will be allowed a grace period of an additional five days to respond or advance the grievance. It is the intent of the parties that every effort should be made to respond or advance the grievance within the five (5) day limit.
- 5.2.5. Forms for processing grievances will be prepared by the Superintendent. The forms will be printed by the Board and given appropriate distribution so as to facilitate operation of the grievance procedure.
- 5.2.6. Parties to the Agreement shall not make public statements concerning the grievance prior to final resolution.

5.3 Informal procedures: Level I

- 5.3.1. Before filing a formal grievance, the employee shall attempt to resolve the problem by conference with his/her immediate supervisor.
- 5.3.2. The employee shall, within twenty days after the employee knew or reasonably should have known of the occurrence of the act or omission giving rise to the grievance, request an informal conference to resolve the grievance.
- 5.3.3. If the grievance is not resolved at the informal conference, the grievant may declare that the grievance exists.
- 5.3.4. If the grievance is resolved at the informal conference, the grievant will receive written confirmation within 3 days.

5.4 Formal Procedures: Level II

- 5.4.1. Within ten days of the informal conference if the grievance was not resolved at that level, the grievant must present his/her grievance, in writing on the appropriate District form, which should include the contract section allegedly violated and a statement of the resolution sought. The grievant shall meet with the supervisor and present the grievance.
- 5.4.2. The supervisor, after meeting with the grievant, shall communicate his/her decision in writing on the appropriate District form within five days after receiving the grievance.
- 5.4.3. Before the grievance is resolved at this level, the Association must be notified within five days and given an opportunity to respond.

5.5 Formal Procedures: Level III

- 5.5.1. In the event the grievant is not satisfied with the decision at Level II, the grievant may appeal the decision in writing on the appropriate District form to the Superintendent. The appeal must be submitted within five days of receipt of the decision at Level II.
- 5.5.2. The Superintendent shall communicate his/her decision in writing within five days after receiving the appeal.
- 5.5.3. In the event the grievant is not satisfied with the decision of the Superintendent at Level III, or if no decision has been rendered, s/he may within five days after receiving the Superintendent's response appeal to the Grievance Hearing Panel.

5.6 Grievance Hearing Panel: Level IV

- 5.6.1. If the grievant wishes to appeal the decision of the Superintendent to the Grievance Hearing Panel, s/he shall file his/her request in writing on the appropriate District form with the Superintendent within five days of receipt of the Superintendent's response, with a copy to the Association.
- 5.6.2. Upon verification of the Association, the impaneling of the Grievance Hearing Panel may begin.
- 5.6.3. The panel's hearing shall provide for written and/or oral testimony to be submitted by any person having pertinent information. Documents which the grievant submits to the panel shall include those previously filed.
- 5.6.4. All costs for the service of the third person/chairperson member of the panel, including but not limited to per diem expenses, his/her travel and subsistence expenses, and the cost of any hearing room will be borne equally by the Board and the Association. All other costs will be borne by the party incurring them.

5.6.5. The panel shall consider only those issues which have been properly carried through all prior steps of the grievance procedure.

5.6.6. The panel shall hold a hearing to determine whether or not there is a grievance, as defined in Section 1.

5.6.6.1 If the panel determines that there is no valid grievance, the matter shall thereby be resolved and all parties-in-interest shall be so notified in writing.

5.6.6.2 If the panel determines that there is, in fact, a grievance, it shall proceed as hereafter prescribed.

5.6.7. The jurisdiction of the panel shall be confined to a determination of the facts as they relate to the grievance.

5.6.8. The panel shall render a decision within fifteen days after the closing of the hearing. The decision shall be reduced to writing, recommending such remedies as it considers to be proper, and transmitted to the parties-in-interest. The recommendations from the hearing panel shall be the responsibility of the chairperson.

5.6.9. The decision of the panel shall be final.

ARTICLE 6— EVALUATION PROCEDURE

All regular, non-certificated employees shall be evaluated by their supervisor or department head in accordance with the following schedule:

- 6.1. Probationary Employees — at the end of three months and five months of service. (Use Third Month [Form EB 4215] and Fifth Month [Form EC 4215] Evaluation Reports.)
- 6.2. Permanent Employees — at least once a year, in the spring. (Use Annual Evaluation Report [Form EA 4215].)
- 6.3. Unless a significant change in performance occurs between the fifth month evaluation and June 1, an annual evaluation will not be necessary for first-year employees.
- 6.4. For probationary employees, the supervisor or department head shall certify that three-month and five-month conferences have been held.
- 6.5. The supervisor shall prepare the Evaluation Report and discuss each entry with the employee. Where "Below Work Standards" is checked, specific recommendations for improvement shall be made.
- 6.6. A minimum of one-half hour release time shall be provided for each employee's first three-month evaluation conference.
- 6.7. The Evaluation Report shall be signed by the employee and s/he shall be given a signed copy.
- 6.8. The Evaluation Report shall be filed in the employee's personnel file.
- 6.9 Each site will be provided with a list of evaluation due dates by the District Office for all new employees.

ARTICLE 7— TRANSFERS

7.1 Definitions

- 7.1.1. Transfer: A change from one District position to another District position.
- 7.1.2. Transfer of Assignment: Any change in assignment, including a change in the teacher/aide team.

7.2 Voluntary Transfers

- 7.2.1. A list of vacancies shall be posted in each school as they occur. The list shall contain a closing date for submitting a request for transfer. No transfer to fill the vacancy shall be made until after the closing date of said notice.
 - 7.2.1.1 Any employee who wishes to have vacancy notices sent to him/her may leave stamped, self-addressed envelopes with the District Office.
 - 7.2.1.2 Qualified applicants who are currently District employees will be given a priority for new job openings. No otherwise qualified applicant shall be denied a position solely because the position will qualify them for benefits.
- 7.2.2. A permanent classified employee may submit formal written request for transfer at any time with the knowledge but not necessarily the consent of his/her immediate supervisor. The transfer would be for the following year or as a vacancy occurs.
- 7.2.3. Positions which are held by permanent classified employees on compensated or uncompensated leave are not considered available to transfer into. For example, if an Instructional Assistant is on extended sick leave, that Instructional Assistant position will be filled by a substitute, it will not be filled by transfer.
- 7.2.4. The District desires to fill every position with the best qualified applicant. To this end, the District will give first consideration to any/all current, active employees of the district. Consideration of in-house applicants will be given prior to consideration of external applicants. In all cases, the best qualified applicant in the judgment of the District shall be selected.
- 7.2.5. Transfers shall not be denied capriciously or without basis in fact.
- 7.2.6. If a transfer is denied, the employee, upon request, will be given a written rationale for the denial. The employee who is denied a transfer and/or his/her representative may request and will be granted a meeting with the Superintendent to discuss the issue.

7.3 Involuntary Transfers

- 7.3.1. Notice of intention to assign an involuntary transfer shall be given to a Classified employee as soon as reasonably possible.
- 7.3.2. Involuntary transfers shall be based upon length of service, performance with the District, and other reasons which the employer judges to be consistent with the best interests of the employee and the District.
- 7.3.3. Involuntary transfers shall take place only after a meeting between the classified employee and his/her immediate supervisor. At that meeting, the employee shall be notified of the reason for the transfer. If a second meeting is requested by the employee, the employee and/or his/her representative may be present.

ARTICLE 8 — HEALTH AND WELFARE BENEFITS

8.1 Eligibility

8.1.1 Classified employees, employed for 20 hours/week or more, as recognized in Article II, Section 1, receive dental, vision, and life insurance plans within sixty days of employment if they are employed on a regular contract.

8.2 Medical Plan

8.2.1 The medical insurance policy will be implemented based upon specifications set forth in the insurance provider's summary of benefits booklet. The plan will operate as set forth by the provider.

8.2.2 Beginning with the 2012-13 school year, the District shall contribute up to an annual maximum of ~~\$11,162~~ \$11,798 for medical and \$1,072 for dental, vision, and life for each eligible unit employee toward District medical benefit insurance. Any cost in excess of the above annual maximum contribution shall be paid by the employee through payroll deduction.

8.2.3 A Section 125 plan (flexible spending) will be made available to employees by the District.

8.2.4 The medical insurance provider will not be changed except by agreement of both parties.

8.2.5 Two district employees who are domestic partners and/or married, after providing necessary documentation, will be charged as determined by the medical insurance provider.

8.2.6 If an employee's medical plan costs less than the capped medical benefit, the difference will be given to the employee, except in the case of employees who are domestic partners or married, who receive a reduction in expense due to the medical provider's guidelines.

8.3 Life Insurance

8.3.1 The Board agrees to a continuation of the life insurance plan as it is presently constituted.

8.4 Dental Plan

8.4.1. The Board agrees to the continuation of dental benefits as they are presently constituted.

8.4.2. The Board will establish a Dental Plan Fund separate from the health plan.

8.4.3. Dental bills or receipts will be submitted to the Arrow Benefits Group.

8.4.4. Participants who are currently enrolled in the plan will remain at their current percentage of coverage of dental bills up to a maximum of \$1,000 per year per family member based upon the specifications set forth above.

8.4.5. Participants who enroll in the plan(s) after the date of contract ratification will receive percentage coverage according to the following schedule:

1 st year	70%
2 nd year	80%
3 rd year	90%
4 th year	100%

8.4.5.1 Children of current employees at age three will be enrolled for the first time at the rate of the employee.

- 8.4.6. An annual dental examination is required of all participants in the program. Failure of an employee to complete an annual examination within the fiscal year indicated shall lower the coverage by ten percentage points for up to three consecutive years. An employee may "earn back" lost coverage at the rate of ten percent per year by completing annual examinations. Children under the age of three shall be exempt from this requirement.
- 8.4.7. No "side fund" will be established for dental plan payments.
- 8.4.8. If, for any reason, the self-funding plan is discontinued, the District will guarantee each employee the same level of coverage s/he had at the time of discontinuance of the plan.
- 8.4.9. Employees hired after January 1 will be subject to a \$500 limitation for the remainder of the year.

8.5 Benefits after Termination

8.5.1. For the duration of the Agreement, should an employee's employment terminate during the school year, s/he shall be entitled to continue the coverage under the available health, dental, vision and life insurance plans for a period not to exceed eighteen months. Such employee shall pay the premium for the continued coverage on a month-to-month basis for this eighteen month period.

8.6 Benefits While on Uncompensated Leaves of Absence

8.6.1 Employees on Board-approved leaves of absence without pay shall have the option to continue to receive employee benefit coverage for the period of the leave upon a month-to-month or quarterly reimbursement by the employee to the District at the group rate. The District will make no contribution towards employee health, dental, vision or life insurance programs for employees on Board-approved leaves of absence without pay.

8.7 Benefits When Retired

8.7.1. Retired District employees may continue membership in any of the District's group medical and related fringe benefit plans at the retiree's expense. Payment shall be made to the District monthly, quarterly, or annually. All requests for continued coverage shall be submitted in writing thirty days prior to the end of the fiscal year.

8.8 Part-Time Employee Benefits

- 8.8.1 Part-time employees who are employed between 20 and 30 hours per week will receive dental, vision, and life insurance coverage from the District.
- 8.8.2 Part time employees who are employed 30 hours or more per week will receive full benefits as outlined in this article.
- 8.8.3 Classified employees who were eligible for proportional benefits as of March 14th 2002 will retain that eligibility.
- 8.8.4 Classified employees who were eligible for full benefits as of March 14, 2002 will retain that eligibility unless their positions are reduced to 20 hour a week or less.
- 8.8.5 All regularly assigned hours worked for the District shall count toward eligibility for benefits.
- 8.8.6 If the cost of the fringe exceeds the proportionate share, the employee shall reimburse any remaining difference.

8.9 District Health/Dental Committee

8.9.1 Problems which arise from any of these insurance plans will be submitted to the District Health/Dental Committee.

ARTICLE 9 — WORKING CONDITIONS

9.1 Vacation Time

9.1.1 Vacation time is earned at the rate of one day per month for each month of service. The vacation schedule will be:

- 1-5 years service —10 month = 10 days
 - 11 month = 11 days
 - 12 month = 12 days
- 6-10 years service —10 month = 12.5 days
 - 11 month = 13.75
 - 12 month = 15 days
- 11-15 years service —10 month = 15 days
 - 11 month = 16.5 days
 - 12 month = 18 days

9.1.2 Effective 7/1/07 the parties agree that for purposes of vacation and sick leave accrual, a 10 month position has from 180 to 199 actual work days; and 11 month position has from 200 to 219 actual work days; and a 12 month position has 220 actual work days or more. Actual work days do not include holidays and vacation days.

9.2 Overnight Weekend Trips, Emergency Coverage, and District Business

9.2.1. In cases of overnight, and weekend trips, bus drivers must have sleeping quarters separate from students to ensure safety in the next day's driving performance.

9.2.2 Classified employees who are called in for "emergencies" will be paid \$50.00 for such calls or their actual wage at time and a half, whichever is more. Any staff that is required to be on call and available shall be paid @ \$2.00/hour for on call time.

9.2.3 Any employee required to travel on district business will be reimbursed for mileage at the IRS rate and compensated for their regular rate of pay for reasonable and necessary travel time.

9.3 Aides' Assignments

9.3.1 When returning or continuing aides are assigned to teachers, the aides shall be notified of their assignments no later than two days before the beginning of the assignments.

Whenever possible, a new aide will be notified of his/her assignment no later than two days before the contract begins.

9.4 Courteous Treatment

9.4.1 An employee has the right to expect (even in disciplinary situations) to be treated in a courteous and un-intimidating manner by supervisors and/or administrators.

9.5 “Open Door” Committee

9.5.1. An “Open Door” committee is available for classified employees to meet with the Superintendent and two CEMUS/CTA/NEA members to discuss any particular problem the employee may have which s/he does not want to carry through the grievance procedure or which is not a contract violation.

9.6 Playground Supervision

9.6.1. There shall be no fewer than two adults supervising on the playground during regularly scheduled recesses (breaks at Middle School and High School not included).

9.7 Lunch Supervision

9.7.1 There shall be no fewer than two adults supervising in the Grammar School Cafeteria during the first 15 minutes of the lunch period including ticket takers.

9.8 Site Stewards

9.8.1. It is permissible for CEMUS/CTA/NEA to establish a system of site stewards to provide classified employees an informal counseling and problem-solving process and to improve morale and communications in the District.

9.9 Right of Refusal

9.9.1 Any employee shall have the right of refusal, and cannot be forced to come in during off hours, except in case of extreme emergency.

9.10 Unpaid Duty Free Lunch

9.10.1 All full-time employees shall have the option to take either a 30-minute or a 45-minute unpaid duty free lunch period. This must be agreed to and worked out with the employee’s direct supervisor. California law requires that a one-half hour unpaid meal period be provided for every five-hour work period, unless six hours of work will complete the day’s work and the employee voluntarily elects to forego the meal period.

9.11 Breaks

9.11.1 Every employee who works between three and one-half and less than six hours per day should have a fifteen-minute rest period or portion thereof. Employees who work between six and ten hours per day should have two fifteen-minute breaks.

9.12 Safety

9.12.1 The District shall conform to and comply with all health, safety, and sanitation requirements imposed by local, state, or federal law or regulations adopted under local state or federal law.

9.12.2 No classified employee shall be in any way discriminated against as a result of reporting any condition believed to be detrimental to the health and safety of any classified employee.

9.12.3 Classified employees shall not be required to work under unsafe or hazardous conditions or to perform tasks, which endanger their health, safety, or well-being.

9.12.4 Upon notification, the District shall eliminate or correct any unsafe, unhealthy, or hazardous condition.

9.12.5 The District agrees to furnish safety equipment, clothing, and devices required for health and safety reasons and to maintain a safe and healthy environment for classified employees and to comply with all local, state, and federal statutes regarding such safety and health matters.

9.12.6 The District shall provide training appropriate to the carrying out of their job duties, in order to ensure the safety of classified employees and others.

9.12.7 Classified employees shall be entitled to exercise reasonable force to restrain and/or subdue students to prevent them from injuring themselves or others.

9.12.8 The District shall provide appropriate training for classified employees on conflict intervention.

ARTICLE 10— COMPLAINTS CONCERNING EMPLOYEES

10.1 Receipt of Complaint

- 10.1.1. A parent or guardian of a pupil, or any person who makes a complaint to the District concerning an employee, shall be encouraged to meet with that employee. The site administrator will make this complaint known to the employee within one working day, and the name of the complainant shall be known to the employee.
- 10.1.2. If a meeting between the employee and the complainant is not feasible, the employee will meet with the site administrator to develop a plan to meet with the complainant.
- 10.1.3. If no plan can be developed, the complainant will meet with the site administrator, and the complaint will be put in writing by the complainant. A copy of the complaint is given to the employee who may respond in writing.
- 10.1.4. If the complaint is not resolved at the site administrator level, the complainant or the employee may go to the District Superintendent and repeat the procedure.
- 10.1.5. Any Board member or District staff member receiving a complaint will refer the complainant directly to the appropriate site administrator.
- 10.1.6. If the site administrator and/or the Superintendent supports the complaint and the employee believes the complaint is false, a grievance may be initiated to determine the validity of such complaint.

10.2 Notice to Employee

- 10.2.1. Unless the charge is of a criminal nature, the employee shall be informed by the responsible administrator within one working day. The employee shall be given a copy of the writing prepared pursuant to Section 1.3 within one working day of its preparation.
- 10.2.2. If the nature of the charge is of a criminal nature which suggests that there should be some preliminary investigation before informing the employee, such investigation shall be done as quickly as possible.
- 10.2.3. If the nature of the charges is such that they warrant referral to an outside agency for investigation and consideration of criminal action, then any of the foregoing steps shall be waived or deferred upon request of the agency investigating for criminal prosecution.

10.3 Representation

- 10.3.1 At any conference, in this process conducted by the employing agency, the employee, upon request, is entitled to be represented by someone of his/her choosing.

10.4 Personnel File

If the foregoing steps do not affect a resolution of the complaint, then the writing developed through Section 10.3 shall be placed in the employee's personnel file after the employee has been given an opportunity to prepare and have attached a written rebuttal. If the complaint is withdrawn or shown to be false, or the above procedure is not followed, no written record will be placed in the employee's personnel file, or be maintained anywhere in the District or utilized in any evaluation or disciplinary action against the employee.

ARTICLE 11 — WAGES

SEE SPECIFIC LANGUAGE REGARDING SALARY SCHEDULE IN APPENDIX A

11.1 Temporary Assignment Pay

11.1.1. When requested to temporarily fill a position which has a higher range or compensation than the employee's regular job classification range, or when temporarily assigned a substantial portion of the duties of such position, an employee shall be compensated in the following manner:

- 1) The first step of the range to which the employee is being temporarily assigned shall be the rate of pay, OR
- 2) Five percent (5%) increase in the hourly rate of pay shall be paid, whichever is greater.

11.2 Job Classification and Descriptions

11.2.1 Classified employees shall not be required to perform duties which are not fixed and prescribed for the position, unless the duties reasonably relate to their job description, for any period of time which exceeds five working days within a 15-calendar-day period except as follows (as authorized in Education Code 45110):

11.2.2. An employee may be required to perform duties inconsistent with those assigned to the position for a period of more than five working days provided that his/her salary is adjusted upward for the entire period he/she is required to work out of classification and in such amounts as will reasonably reflect the duties required to be performed outside his/her normal assigned duties.

11.2.3 The District shall maintain and have readily available written job descriptions of all classified positions in the district and shall provide the Association with copies of current job descriptions on request. Any changes of job descriptions for existing employees will be bargained with the Association.

11.3 Placement on Salary Schedule

11.3.1 When a person is hired in a regular probationary position, the employee shall be placed on the schedule within the first through third steps of the applicable range. In the event that the District intends to place the employee on a higher step, the District shall first consult with CEMUS.

11.3.1.1 If the person is already an employee of the District and the new position is not a promotion, the employee shall be placed on the step closest to their current highest salary not to exceed step 3 of the appropriate range for the new position.

11.3.2. If an employee is promoted to a position having a higher salary range, he/she shall receive a salary increase by being placed in the appropriate range and on whatever step constitutes no less than a 2% increase over his hourly rate of pay prior to the promotion. Promotion means a change in employment from one position in a specific class of positions to a higher position within the same class of positions (see appendix C).

11.4 Advancement on Salary Schedule

11.4.1. For purposes of annual increments, regular employees serving for one year will be credited with one year's service.

11.4.1.1 A classified employee who is hired before **March 1** of any year shall receive a step increase at the beginning of the following school year.

11.4.1.2 A classified employee who is hired after **March 1** shall remain on Step 1 for the next succeeding school year.

11.4.2 Length of service shall be determined by the date of hire.

11.4.3 If an employee must move involuntarily to a lower range, it shall be the District's responsibility to inform the employee if s/he will receive less pay than previously and of all other available options.

11.5 Overnight and Weekend Trips: Reimbursement/Compensation

11.5.1. Bus drivers will be reimbursed for meals and lodging in amounts based on per diem rates established by Board policy for overnight and weekend trips. Receipts for meals and lodging must be provided before reimbursement is made.

11.5.1.1 Bus drivers will be paid a maximum of eight hours per day on overnight and weekend trips.

11.5.1.2 Where additional driving time is required, the driver and the supervisor may request additional compensation.

11.5.1.3 Bus drivers will be paid on a portal-to-portal basis for extended day trips. No reimbursement will be provided for meals.

11.6 Differential Pay

11.6.1. Differential pay in the amount of \$0.50 per hour shall be paid to employees who are assigned to a regular eight hour shift which extends past 6 o'clock p.m. This provision excludes recess days, vacation days, and holidays.

11.6.1.1 Persons substituting on aforementioned shifts on a day-to-day basis shall be paid at the regular substitute rate.

11.6.1.2 Persons substituting on aforementioned shifts after ten consecutive days will receive differential pay.

11.6.2. Regular classified employees whose scheduled hours of work change by 50% or more from one day to the next will be paid a 5%/hour differential. The differential will be paid for the total number of hours of the affected employee.

11.7 CEMUS/CTA/NEA Representation in the Budget Process

11.7.1. The CEMUS/CTA/NEA Organization will be represented in the budget process for the life of this agreement.

11.8 Longevity Increment

11.8.1. Effective 7/1/2007 an employee who has worked in the classified service of the District for a period of fourteen (14) years or more, shall receive a longevity increment of 4% at the commencement of their 15th year.

11.9 Educational Increment

- 11.9.1. An employee may earn up to two professional development increments in the form of a 4% salary adjustment for each 110 hours of approved professional development work as outlined in Admin Regulation (AR) 4231.1.below:
- 11.9.1.1 Classified employees may earn an educational increment in the form of a 4% salary adjustment for the first 110 hours of approved professional development work as outlined in AR 4231.1
- 11.9.1.2 Classified employees may earn a second educational increment in the form of a 4% salary adjustment after completion of an additional 110 hours of professional development work as outlined in AR 4231.1.
- 11.9.2 An employee may advance one professional development increment and one longevity increment in the same year.
- 11.9.3 Upon employment, the district may authorize a Professional Development salary step increment increase provided the new employee provides appropriate documentation. The District shall notify CEMUS if a new employee qualifies for the increase.

11.10 Employees Present for Community Use of Facilities

- 11.10.1. One hour pay plus mileage will be given for classified employees asked to come in for security reasons relating to community use of facilities.

11.11 Minimum Pay for Unscheduled Work

- 11.11.1 Any employee called in to work on a day when the employee is not previously scheduled to work, or called back to a work site after that employee has left for the day, shall receive a minimum of two (2) hours pay at the appropriate rate of pay.

11.12 Compensatory Time

- 11.12.1. Employees shall obtain advance permission from their supervisors before working any time over that provided in their worksheets.
- 11.12.2. Such time shall be reimbursed at the appropriate rate, or may be credited as compensatory time, also at the appropriate rate (e.g. if the time is more than 8 hours in one day or more than 40 hours in one week, or is worked on a Saturday or Sunday, the pay will be at the rate of time and one half, or the compensatory time off will be credited at the rate of time and one half). Such earned compensatory time shall be granted the employee within the school year that it was earned.
- 11.12.3. Any compensatory time not used by the employee within the school year must be paid to that employee.
- 11.12.4. This provision will be effective for the school term beginning July 1, 2007.
- 11.12.5 Employees shall report compensatory time accrued each month to his/her immediate supervisor on the form provided. These forms shall be turned in monthly to the District Office.

11.13 Re-Classification

11.13.1 Reclassification Requests –

11.13.1.1 Definition of reclassification - Where as a result of the increase in the complexity of the duties being performed by an employee, and where the change in duties is of a permanent nature, the employee may submit a written request to have his/her classification reviewed.

11.13.1.2 The district may also have the opportunity to submit an application for reclassification for review.

11.13.1.3 The committee shall meet semi -annually in October and April, or less often if there is not a need, to review the requests.

11.13.2 Classification Committee

11.13.2.1 A Classification Committee shall be established which shall include one member appointed by the District, one member appointed by the bargaining unit, and one member mutually agreed upon by both parties.

11.13.2.2 The sole purpose of the committee shall be to review requests for reclassification.

11.13.2.3 The requesting employee shall submit a written request along with the supporting documentation which shall include a revised job description along with salary schedule placement. The application must be submitted during the month of March (for the April review) or the month of September (for the October review). The District may, at the District's sole discretion, respond either orally and or in writing to the classification committee regarding the employee's request.

11.13.2.4 The committee shall make recommendations as to the appropriate job description, title and salary schedule range for any reclassified position. The recommendation of the classification committee shall be presented to the Superintendent for consideration by the Board.

11.13.2.5 The reclassification shall not be implemented without prior notification of the Association.

11.13.2.6 Upon each Board-approved change in classification, each affected unit member shall be notified in writing of the approval along with the approved job title and salary schedule placement adjustment if any.

11.13.3 Salary Schedule Placement

11.13.3.1 When a position or class of positions is upgraded, the position or positions shall be placed on the salary schedule in a range which will result in at least a one (1) range increase above the salary of the existing position or positions.

11.13.3.2 In the case of lateral classification changes, the unit member shall remain at his/her current salary range.

11.13.3.3 In the event a position is downgraded, the unit member shall be Y-rated. Y-rating provides that when a position(s) is downgraded to a lower salary amount, the unit member(s) will continue at his/her former rate until future salary adjustments provide a salary increase to the level of the former salary.

11.14 Job Consolidation, Combination, and Newly Created Positions

11.14.1. Process for Planning in April for the following school year: By April 1, the sites or the District will recommend to the Superintendent what, if any, positions they wish to consolidate or combine and the reductions they recommend to pay for the additional costs for the following school

year. The District will meet with the CEMUS Personnel Committee by April 15 to review the economic, personnel, and programmatic effects of the consolidated/combined positions. By May 15, the District will post a list of time positions within the same range and title that are consolidated into a 5 to 8 hour position, a consolidated, combined positions, or newly created positions. A consolidated position is made up of part combined position is made up of part time positions in different ranges and descriptions combined into a 5 to 8 hour position. Part time, qualified District employees will have priority consideration for the consolidated and combined positions or new positions. No one will be laid off as a result of the consolidation or combination of a position. Therefore, a consolidated or combined position will only be implemented when sufficient people have resigned or retired to allow for combination/consolidation of positions without lay-offs. If one resignation occurs in a situation when two resignations are needed for purposes of consolidation, that vacancy will be filled on a temporary basis as legally appropriate.

11.15 Class Relationships

11.15.1 CEMUS and MUSD have reached an agreement regarding the definition of a "class" and class relationships, for example in promotions and layoffs. The "classes" as they have been defined, will be placed in the contract as Appendix C.

11.15.1.1 In the case of layoffs and bumping, a person subject to layoff can bump into a position for only the number of hours that they currently hold or fewer.

11.16 Mendocino Community Network Access

11.16.1 As of July 1, 1998, classified employees will receive free dial up access to MCN as long as MCN is owned by the District.

11.17 Layoffs

11.17.1 The parties agree that seniority in each position held by the employee is measured by the first day of paid service in the position plus any higher positions that they have held within the class.

11.17.2 The service of layoff notices will be by personal service or certified mail.

11.18 Regulation of Bus Driver Hours

It is past practice of the District to keep the bus drivers at 6 hours/day, 5 days/week at the beginning of the school year. This is the number of hours in the MUSD Budget. Any time over 6 hours is kept by each individual bus driver and turned in on a time sheet for the first few weeks of school. As the first weeks of school progress, the need for additional hours may go up according to student needs, new routes, extension of routes, etc. In March, all employees who had this increase will be brought back to 6.0 hours through the layoff process for the following school year.

The bus driver contracts impacted will keep time sheets beginning with school in August and any extra hours will be paid on a time sheet. At that time, hours will be assessed and changed as needed beginning with the September paycheck.

2014-15 is the first year that the District implemented an 11 month payroll. All bus drivers who were on a 10 month payroll become 11 month employees effective with the 2014-15 school year. For the school year 2014-15, changed bus driver contracts will begin their altered contracts beginning September 1, 2014. Going forward beginning with school year 2014-15, the district will follow this process of allowing extensions to hours and then hours above 6 hours/day will be laid off in March for the following school year.

ARTICLE 12 — STAFF DEVELOPMENT AND PROFESSIONAL GROWTH

12.1 Classified Staff Development Committee

12.1 A District Classified Staff Development Committee will be organized to fulfill the following functions:

12.1.1. To grant approval of courses for advancement on the Salary Schedule.

12.1.2. To make recommendations to the Board relating to the allocation of staff development funds. Recommendations would include sponsoring workshops, summer professional development proposals, District in-service programs, etc.

12.1.3 The Committee will be comprised of four members including one representative from clerical, one representative from instructional, and one representative from transportation/food services/maintenance/custodial, and Superintendent or designee.

12.1.4. No credit will be given on the salary schedule for District or County sponsored courses held during any of the employee's contracted hours. If the District pays for any part of an employee's attendance at a workshop or course any part of which is held during the contract hours, no credit on the salary schedule will be given.

12.1.4.1 If a class is held during one or more of the contract hours and the employee bears the responsibility of the cost of a substitute after receiving approval by his or her site administrator to attend the class, credit will be considered. The unit member may submit a request to the Classified Staff Development Committee for approval of credit.

12.1.4.2 A unit member's personal necessity leave may not be used for this purpose.

12.3 Teacher Development Program

12.3.1 Classified Employees who have completed their initial probationary period with the District may make application for the Teacher Development Program for the purpose of obtaining a teaching credential to prepare them for teaching positions within the District, subject to the following:

12.3.1.1 Submission of a completed application form which indicates agreement to pursue an educational program to prepare for a career as a teacher in Mendocino Unified School District.

12.3.1.2 Submission of a description of the course(s) content and applicability to an approved program of studies leading to a California teaching credential.

12.3.2 A maximum of two (2) classified employees may participate per year. The District reserves the right to increase the number of participants in any one year.

12.3.3 Reimbursement of registration/tuition fees shall not exceed two thousand dollars (\$2000) per employee per year.

12.3.4 Admission to and reimbursement from the program shall be subject to the approval of the District based on the following:

12.3.4.1 Verification of the applicant's completion of an Associate of Arts degree or the equivalent;

12.3.4.2 The relevance of the course(s) to obtaining a California teaching credential;

12.3.4.3 The course load to be carried by the employee;

12.3.4.4 Recommendation of the applicant's immediate supervisor;

12.3.4.5 The needs of the District;

12.3.4.6 The applicant's suitability to enter the teaching profession;

12.3.4.7 Written agreement to complete the credential program within five (5) years.

12.3.4.8 The decision of the District shall be final and binding, and shall not be subject to the grievance procedure set forth in Article 19.

12.3.5 Continuance in the program is subject to an annual review by the District to establish satisfactory progress towards the credential.

12.3.6 After obtaining a California teaching credential, unit members participating in this "Teacher Development Program" shall submit to the District an application for employment as a teacher. If offered a teaching contract for at least half time, the unit member shall accept the employment offer.

12.3.7 Failure to enter into a teaching contract with MUSD, if offered, withdrawal from the program, or failure to complete credential requirements within five (5) years, shall result in payroll deductions of all tuition reimbursements under this program on a payment schedule to be mutually agreed with the employee. If mutual agreement is not reached, both parties reserve their legal rights and remedies.

ARTICLE 13— PERSONNEL COMMITTEE

- 13.1 When reductions in staffing (positions or hours) are under consideration, the District will consult with said committee.
- 13.2 Suggestions and recommendations from the committee will be considered before the final decision is made.
- 13.3 In the case where a reduction is made, the CEMUS/CTA/ NEA Personnel Committee may make recommendations to the Superintendent regarding the possible payment of overtime and/or compensatory time for excess workloads caused by such reduction.
- 13.4 The existence of the Personnel Committee shall in no way diminish or replace bargaining rights provided for in the Education Code or the Rodda Act. The Personnel Committee shall be composed of the Superintendent and two to four CEMUS / CTA/NEA members.

ARTICLE 14 – RETIREMENT INCENTIVE PLAN

- 14.1 A retirement incentive will be offered to long-term classified employees of the District as follows:**
- 14.1.1 A one-time per person retirement incentive payment will be made available to every classified employee eligible for retirement according to PERS guidelines and who elects to retire.**
 - 14.1.2 Notification of the retirement shall be given to the District at least three (3) months prior to the effective retirement date. The District shall notify the CEMUS chapter president of any such notifications of retirement.**
 - 14.1.2.1 Should an employee receive a notice of layoff after Feb 15th but before June 30th, they may notify the District of their irrevocable intent to retire on or before June 30th of the same year and shall still be eligible to receive the retirement incentive .**
 - 14.1.2.2 Any employee who notifies the District by June 1st and prior to August 30th of that school year of their irrevocable intent to retire on or before June 30th of the following year will not have their hours of employment reduced for any part of their final school year with the District prior to retirement.**
 - 14.1.3 The retiree must have been an employee of the District for at least 15 years with no break in service in the last five years. A Board approved leave for illness, maternity, family care or industrial accident leave does not constitute a break in service for this section (Ed Code 45308)**
 - 14.1.4 The retiree will then be given a lump sum equal to 20% of the last 12 months of salary.**
 - 14.1.5 Retirees may choose to convert accrued sick leave into years of service in calculating the 15 year requirement.**
 - 14.1.6 Payment will be made on or about the 10th of the second month following retirement or on a schedule mutually agreed upon by employee and district.**

ARTICLE 15 –NEGOTIATIONS

- 15.1. **CEMUS/CTA/NEA agrees that this Agreement is intended to cover all matters relating to wages, hours, and all other terms and conditions of employment, and during the term of the Agreement neither the District nor CEMUS/CTA/NEA will be required to meet and negotiate on any further matters affecting these or any other subjects not specifically set forth in the Agreement.**
- 15.2. **Recognizing that precedent is an important and valuable tool, the District may be guided by past practices or understandings but not necessarily bound by them unless such past practices or understandings are specifically stated in this Agreement.**
- 15.3 **During the life of this agreement, annual re-openers shall be limited to salary and benefits plus two (2) articles for each party.**

ARTICLE 16 - ASSOCIATION/DISTRICT RIGHTS

- 16.1 The Association shall have access at reasonable times to areas where employees work, to bulletin boards in the staff rooms, and to staff mailboxes.**
- 16.2 The Association shall have the use of institutional facilities and equipment, at reasonable times and not interfering with the education program, for the purpose of conducting Association meetings or business. The Association shall reimburse the District for reasonable costs, if incurred.**
- 16.3 A total of ten days leave shall be granted to the Association per school year to be used by its representatives, said days to be utilized for local, state, or national conferences or for conducting other business pertinent to Association affairs.**
- 16.4 The Association shall reimburse the District at the substitute's daily rate of pay for each day utilized under this provision. This provision does not apply to collective bargaining agreement negotiations; the District will pay for substitutes for the CEMUS Negotiation Team in preparation for and during collective bargaining agreement negotiations.**
- 16.5 A copy of the District Directory shall be provided to the Association when it is available.**
- 16.6 Management Rights. It is understood and agreed that the powers and responsibilities to direct, manage, and control the operations and affairs of the District, are reserved exclusively to the District and the Governing Board, except as they are limited by this Agreement in the manner and to the extent authorized by law.**

Appendix A

Compensation language adopted by CEMUS/MUSD - TA 2007-01 (salary schedule to be found in 2006-2009 version of the CEMUS contract):

It was agreed to eliminate step 1 on the classified salary schedule and move employees currently on step one to step two (which becomes the new step one) effective July 1, 2006. The salary schedule was to be increased by 0.7% retroactive to 7/1/06 with the retroactive application of this increase applying to regular contract salaries and not to substitutes, overtime and extra duty. Range changes to some specific jobs were negotiated and are referenced in the tentative agreement 2007-01 dated January 30th, 2007. Effective 7/1/2007 Step 14 will be deleted as it appears on the salary schedule and instead will be noted on the salary schedule as a 4% longevity increase applied as defined in Article 11.7.1 of this contract. After this change, and the one referenced above, the July 1, 2007 salary schedule will have only 12 steps.

Compensation language adopted by CEMUS/MUSD - TA 2007-06 (salary schedule to be found in the 2006-2009 October version of the CEMUS contract):

Effective July 1, 2007 the current step 1 of the classified schedule shall be eliminated and all employees on the schedule shall be moved over by one step after any "natural" step movement caused by the passing of a year. No additional steps are added and therefore employees currently on step 12 shall not move and those currently on step 11 will only be moved one step in total. This change has an approximate cost of \$30,859 or the equivalent of 2.3 % (also see Article 8 regarding benefit cap)

Compensation language adopted by CEMUS/MUSD - dated 9/18/07 (salary schedule to be found in the 2006-2009 October version of the CEMUS contract):

Effective 7/1/2007 step 11 will be increased by 6%, and after this increase has been implemented, the entire salary schedule (steps 1-11 inclusive) will be increased by 1.8

Compensation language adopted by CEMUS/MUSD (TA 2008/09 - 4)

It is agreed that effective 7-1-08 the CEMUS contract will be increased by \$13,557 (including MCN employees). This increase will provide a .81 % increase at every step on the salary schedule as delineated in the attached classified salary schedule designated as Exhibit BB. It is agreed that this agreement, along with the other approved TA's (2008-01, 02, and 03) closes negotiations for 2008-09. This agreement is contingent upon the acceptance by the county of the disclosure form for collective bargaining. (also see Article 8 regarding benefit cap)

Compensation language adopted by CEMUS/MUSD (TA 2009/10 - 01)

CEMUS and the District agree to a 1.3% increase for CEMUS employees (including MCN employees) retroactive to 7-1-09. Both parties also agree to a 2% increase for CEMUS employees effective 7-1-10.

CEMUS also agreed that they would like to withdraw from Staywell and participate in SISC. CEMUS also agreed to meet with a sub-committee including Mark Morton and Catherine Stone to review necessary changes to contract language related to medical insurance and related side fund issues. This agreement is contingent upon the acceptance by the county of the disclosure form for collective bargaining. It was also agreed to eliminate ranges 15-19 given that no employees are hired at that range.

Compensation language adopted by CEMUS/MUSD (TA 2009/10 – 02)

An employee may earn up to two professional development increments in the form of a 4% salary adjustment for each 110 hours of approved professional development work. Classified employees may earn an educational increment in the form of a 4% salary adjustment for the first 110 hours of approved professional development work. Classified employees may earn an educational increment in the form of a 4% salary adjustment for the first 110 hours of approved professional development work. Classified employees may earn a second educational increment in the form of a 4% salary adjustment after completion of an additional 110 hours of professional development. Upon employment, the district may authorize a Professional Development salary step increment increase provided the new employee provides appropriate documentation. An employee may advance one professional development increment and one longevity increment in the same year. Upon employment, the district may authorize a Professional Development salary step increment increase.

Compensation language adopted by CEMUS/MUSD (TA 2011/12 – 03)

Beginning with the 2012-13 school year, the District shall contribute up to an annual maximum total contribution of \$11,162 for each eligible unit employee toward District medical benefit insurance. Any cost in excess of the above annual maximum contribution shall be paid by the employee through payroll deduction.

Compensation language adopted by CEMUS/MUSD (TA 2013/14 – 01)

It is hereby agreed that Article 11 and Appendix A of the 2013-14 CEMUS Contract approved by the Board on 6/20/13, will be replaced by the new CEMUS Salary Schedules for fiscal years 2014-15, 2015-16, and 2016-17. See attached salary schedules beginning on page 32 of this Contract..

- Compensation language adopted by MUSD/CEMUS will be effective July 1, 2014. It is agreed that salary and benefits cannot be opened for negotiations until the fall of 2017.
- Based on the 2013-14 classified salary schedule, the new salary schedules will be increased by 5.08% in 2014-15, 2.59% in 2015-16, and 1.92 % in 2016-17. The increases will be spread evenly across the cells in the salary schedules.

Compensation language adopted by CEMUS/MUSD (TA 2013/14 – 02)

- It is hereby agreed that effective July 1, 2014, Appendix A of the CEMUS Contract, the CEMUS Salary Schedule, will reflect a change in classification of positions as follows:
 - The Cook position at Range 21 will go to Range 23
 - The Accounts Payable position will go from Range 33 to Range 35
 - The High School Student Coordinator will go from Range 37 to Range 39
 - The Grounds Keeper position will go from Range 30 to Range 32
 - The Cook Manager position will go from Range 30 to Range 35
- Further, two new positions will be added to the CEMUS Salary Schedule effective July 1, 2014 as follows:
 - State Preschool Teacher will be Range 36
 - State Preschool Teacher Assistant will be Range 25

There were no changes related to compensation for CEMUS negotiations for 2014-15.

There were no changes related to compensation for CEMUS negotiations in 2015-16.

Compensation language adopted by CEMUS/MUSD (TA 2017-18 – 01 & 02)

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 1.3% and increases for 2019-20 will be 3%.

The salary schedules for 2017-18, 2018-19, and 2019-20 are attached and they reflect the changes agreed to in the paragraph above as well as CEMUS TA 2017-18-02: Change in Range of Pay for Bus Drivers/Updated Job Descriptions. It is also agreed that Ranges 20-22 on the CEMUS salary schedules will be eliminated as no one holds these positions and they are no longer used.

- **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.**
- **Per negotiated Agreement 2007-01 dated January 30th, 2007, the prior step 1 was removed. Step 13 (prior step 14) was also removed and a 4% longevity applied as noted above. When calculating longevity, step placement does not necessarily represent years of service with the district.**
- **Per negotiated Agreement and Board action June 28th, 2007, an old step 1 was eliminated and all employees moved up a step except for those on the “top” step.**
- **Per negotiated Agreement and Board action September 20th, 2007, Step 12 received a 6% increase and then all steps received a 1.8% increase.**
- **Per negotiated Agreement 2008/09 – 04 a .81% increase was applied to every step on the salary schedule**
- **Per MOU 2009-10-01 the Lead custodian position was moved to range 36 and the custodian position was moved to range 30 (job descriptions were amended accordingly)**
- **Per negotiated Agreement 2009/10-01 a 1.3% increase was applied to the salary schedule retroactive to 7/1/09. Also, a 2% increase was applied to the salary schedule effective 7/1/10. Both these salary adjustments applied to all CEMUS employees including MCN employees**

Appendix B Mendocino Unified School District Classified Employee Absence Report

Name: _____ Date: _____

Date(s) that I (was) (request) to be absent (month/date/year): _____

Check the appropriate box, and note the number of days to be charged to each category for this absence:

- | | |
|---|---|
| <input type="checkbox"/> Jury duty: _____ days
_____ days
<input type="checkbox"/> Compensatory time: _____ days
_____ days
<input type="checkbox"/> Official school business: _____ days | <input type="checkbox"/> Bereavement: _____
<input type="checkbox"/> Sick leave: _____ |
|---|---|

Purpose: _____

- Vacation: _____ days (this applies to 12 month employees only)
- Personal necessity leave _____ days. (This is charged to sick leave – maximum of 10 days)

Up to five days sick leave may be used for the following four reasons:

- Accident or illness involving employee or a member of his/her immediate family.
- Personal property emergencies
- Personal legal matters which cannot be conducted after regular working hours or on non-school days.
- Personal business of a pressing nature to the employee which cannot be conducted after regular working hours or on non-school days.

Up to five days of the current year's sick leave may be used for the following reason

- Any purpose, other than for recreational purposes, vacation or pursuit of other employment.

Signature of employee: _____ Date: _____

Was a substitute used to fill your position during your absence? no yes.

Name of sub(s) _____

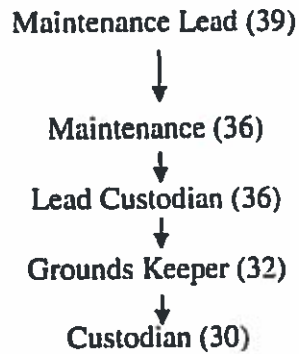
Funding Source for substitute: SIP Grant District Other _____

Approve Disapprove _____ Date: _____
Signature of administrator/supervisor

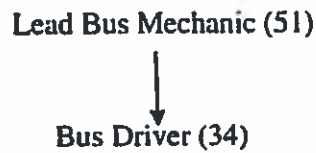
Approve Disapprove _____ Date: _____
Superintendent's signature

Appendix C - Classes

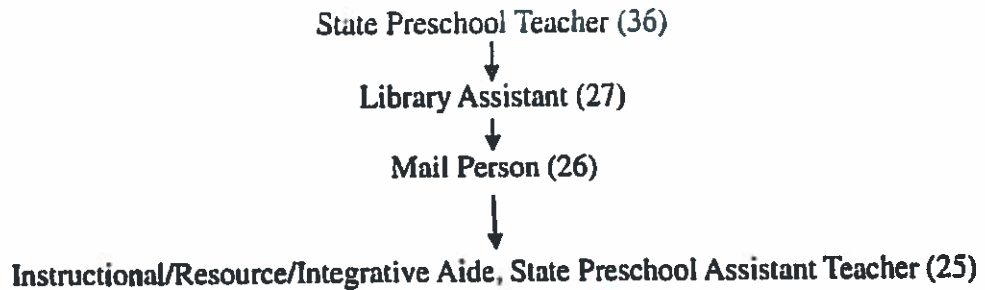
Class I: Custodial / Maintenance



Class II: Transportation

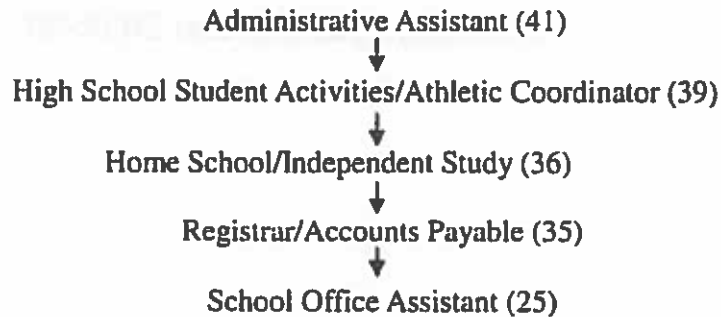


Class III: Instructional

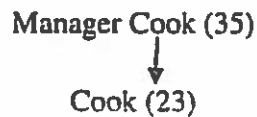


Appendix C – classes (continued)

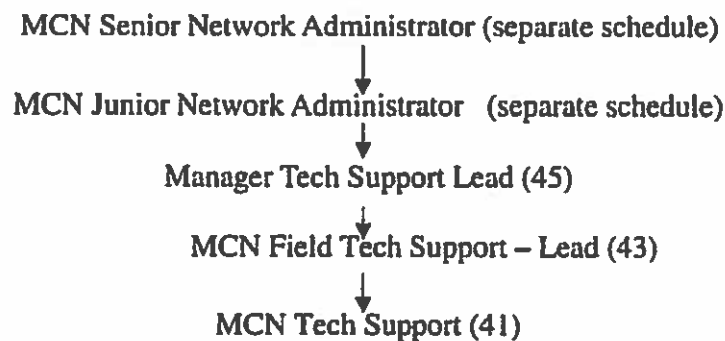
Class IV: Office/ Clerical



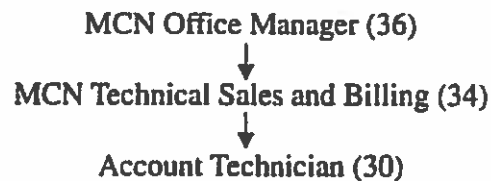
Class V: Food Service



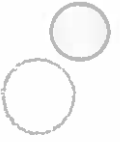
Class VI: MCN Technology



Class VII: MCN Clerical



Classified Salary Schedules
2017-18, 2018-19, and 2019-20



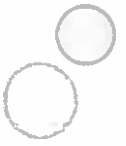
Mendocino Unified School District
CEMUS
2017-18

Board Approved May 17, 2018

RANGE	1	2	3	4	5	6	7	8	9	10	11	12
23	12.27	12.76	13.27	13.80	14.35	14.92	15.52	16.14	16.79	17.46	18.25	20.02
24	12.52	13.02	13.54	14.08	14.64	15.23	15.84	16.47	17.13	17.82	18.54	20.43
25	12.77	13.28	13.81	14.36	14.93	15.53	16.16	16.80	17.47	18.17	20.03	20.83
26	13.03	13.55	14.09	14.65	15.24	15.85	16.48	17.14	17.83	18.54	20.44	21.29
27	13.29	13.82	14.37	14.94	15.54	16.16	16.81	17.48	18.19	18.91	20.85	21.68
28	13.56	14.10	14.65	15.25	15.89	16.49	17.16	17.84	18.55	19.29	21.27	22.12
29	13.83	14.39	14.94	15.56	16.18	16.83	17.50	18.20	18.93	19.69	21.71	22.58
30	14.11	14.67	15.23	15.87	16.50	17.16	17.85	18.56	19.30	20.07	22.13	23.02
31	14.39	14.97	15.57	16.19	16.84	17.51	18.21	18.94	19.70	20.49	22.58	23.48
32	14.68	15.27	15.88	16.52	17.18	17.87	18.58	19.32	20.09	20.89	23.03	23.95
33	14.97	15.57	16.19	16.84	17.51	18.21	18.94	19.70	20.49	21.31	23.49	24.43
34	15.27	15.88	16.52	17.18	17.87	18.58	19.32	20.09	20.89	21.73	24.24	25.22
35	15.58	16.20	16.85	17.53	18.22	18.95	19.71	20.50	21.32	22.17	24.44	25.42
36	15.89	16.53	17.19	17.88	18.59	19.34	20.11	20.91	21.75	22.62	24.94	25.94
37	16.21	16.86	17.53	18.23	18.96	19.72	20.51	21.33	22.16	23.07	25.43	26.45
38	16.53	17.19	17.88	18.59	19.34	20.11	20.91	21.75	22.62	23.52	25.93	26.97
39	16.86	17.53	18.23	18.96	19.72	20.51	21.33	22.16	23.07	23.99	26.45	27.51
40	17.20	17.89	18.61	19.35	20.12	20.92	21.76	22.63	23.54	24.48	26.99	28.07
41	17.54	18.24	18.97	19.73	20.52	21.34	22.19	23.09	24.00	24.98	27.52	28.62
42	17.89	18.61	19.35	20.12	20.92	21.76	22.63	23.54	24.48	25.46	28.07	29.19
43	18.25	18.98	19.74	20.53	21.35	22.20	23.09	24.01	24.97	25.97	28.53	29.76
44	18.62	19.38	20.13	20.94	21.78	22.65	23.56	24.50	25.48	26.50	29.21	30.38
45	18.99	19.75	20.54	21.36	22.21	23.10	24.02	24.96	25.93	27.02	29.79	30.98
46	19.37	20.14	20.95	21.78	22.66	23.57	24.51	25.49	26.51	27.57	30.39	31.61
47	19.76	20.55	21.37	22.22	23.11	24.03	24.98	25.99	27.03	28.11	30.99	32.23
48	20.16	20.97	21.81	22.68	23.59	24.53	25.51	26.53	27.59	28.69	31.63	32.90
49	20.56	21.38	22.24	23.13	24.06	25.02	26.02	27.06	28.14	29.27	32.27	33.56
50	20.97	21.81	22.68	23.59	24.53	25.51	26.53	27.59	28.69	29.84	32.90	34.22
51	21.39	22.25	23.14	24.07	25.03	26.03	27.07	28.15	29.28	30.45	33.57	34.91
52	21.84	22.71	23.64	24.60	25.59	26.59	27.63	28.71	29.84	31.01	34.62	36.00

- 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 Assn., 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 Mechanics
- 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

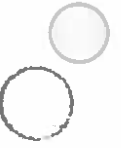
Board Approved May 17, 2018

4% Educational Increment

RANGE	1	2	3	4	5	6	7	8	9	10	11	12
23	12.76	13.27	13.80	14.26	14.82	15.32	16.14	16.78	17.48	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	13.26	13.81	14.36	14.93	15.53	16.15	16.80	17.47	18.17	18.90	20.83	21.66
26	13.55	14.09	14.65	15.24	15.85	16.48	17.14	17.83	18.54	19.28	21.26	22.11
27	13.82	14.37	14.94	15.54	16.16	16.81	17.48	18.16	18.81	19.57	21.66	22.55
28	14.10	14.66	15.25	15.86	16.49	17.15	17.84	18.55	19.29	20.08	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	14.87	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	20.49	21.31	23.49	24.43
32	15.27	15.88	16.52	17.18	17.87	18.58	19.32	20.08	20.89	21.73	23.95	24.91
33	15.57	16.19	16.84	17.51	18.21	18.94	19.70	20.49	21.31	22.18	24.43	25.41
34	15.88	16.52	17.18	17.87	18.58	19.32	20.08	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	17.18	17.86	18.60	19.34	20.11	20.91	21.75	22.62	23.62	25.94	26.98
37	16.86	17.53	18.23	18.98	19.72	20.51	21.33	22.18	23.07	24.05	26.45	27.51
38	17.19	17.88	18.60	19.34	20.11	20.91	21.75	22.62	23.52	24.48	26.97	28.05
39	17.53	18.23	18.98	19.72	20.51	21.33	22.18	23.07	23.99	24.95	27.51	28.61
40	17.88	18.61	19.35	20.12	20.92	21.76	22.63	23.54	24.48	25.48	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	29.76
42	18.61	19.35	20.12	20.92	21.76	22.63	23.54	24.48	25.46	26.48	28.99	30.38
43	18.98	19.74	20.53	21.35	22.20	23.06	24.01	24.97	25.97	27.01	29.78	30.97
44	19.38	20.13	20.94	21.78	22.65	23.56	24.50	25.48	26.50	27.58	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	32.80	34.22
49	21.38	22.24	23.13	24.06	25.02	26.02	27.08	28.14	29.27	30.44	33.58	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	35.58
51	22.25	23.14	24.07	25.03	26.03	27.07	28.15	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	38.08	39.60

- 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
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- Range 45: MCN Manager Tech Support
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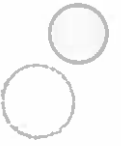
Effective 7/1/07 an employee who has worked in the classified service of the District for a period of 14 years or more shall receive a longevity increment of 4% at the commencement of their 15th year.



**Mendocino Unified School District
 2017-18 Network Administrator Salary Schedule
 Board Approved May 17, 2018
 CEMUS Represented Positions**

	1	2	3	4	5	6	7	longevity
MCN Junior Network Admin.	25.71	26.72	27.81	28.93	30.07	31.28	32.54	33.84
with education increment	26.74	27.79	28.92	30.09	31.27	32.53	33.84	35.20
MCN Senior Network Admin.	32.38	33.69	35.03	36.44	37.88	39.39	40.97	42.61
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

Board Approved May 17, 2018

RANGE	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72
20	12.42	12.82	13.44	13.98	14.54	15.12	15.72	16.35	17.00	17.68	18.48	19.27	20.08	20.89	21.71	22.54	23.37	24.20	25.04	25.88	26.72	27.56
24	12.87	13.18	13.71	14.26	14.83	15.42	16.04	16.68	17.35	18.04	18.76	19.51	20.27	21.05	21.83	22.62	23.42	24.22	25.03	25.84	26.65	27.46
26	12.92	13.44	13.98	14.54	15.12	15.72	16.35	17.00	17.68	18.48	19.27	20.08	20.89	21.71	22.54	23.37	24.20	25.04	25.88	26.72	27.56	28.40
28	13.16	13.71	14.26	14.83	15.42	16.04	16.68	17.35	18.04	18.76	19.51	20.27	21.05	21.83	22.62	23.42	24.22	25.03	25.84	26.65	27.46	28.27
27	13.44	13.98	14.54	15.12	15.72	16.35	17.00	17.68	18.48	19.27	20.08	20.89	21.71	22.54	23.37	24.20	25.04	25.88	26.72	27.56	28.40	29.21
28	13.71	14.26	14.83	15.42	16.04	16.68	17.35	18.04	18.76	19.51	20.27	21.05	21.83	22.62	23.42	24.22	25.03	25.84	26.65	27.46	28.27	29.08
29	13.98	14.54	15.12	15.72	16.35	17.00	17.68	18.48	19.27	20.08	20.89	21.71	22.54	23.37	24.20	25.04	25.88	26.72	27.56	28.40	29.21	30.02
30	14.26	14.83	15.42	16.04	16.68	17.35	18.04	18.76	19.51	20.27	21.05	21.83	22.62	23.42	24.22	25.03	25.84	26.65	27.46	28.27	29.08	29.89
31	14.54	15.12	15.72	16.35	17.00	17.68	18.48	19.27	20.08	20.89	21.71	22.54	23.37	24.20	25.04	25.88	26.72	27.56	28.40	29.21	30.02	30.83
32	14.84	15.43	16.05	16.68	17.36	18.05	18.77	19.52	20.30	21.11	21.96	22.82	23.69	24.56	25.44	26.32	27.21	28.10	28.99	29.88	30.77	31.66
33	15.14	15.75	16.38	17.04	17.72	18.43	19.17	19.94	20.74	21.57	22.43	23.28	24.13	25.00	25.87	26.74	27.61	28.48	29.35	30.22	31.09	31.96
34	15.44	16.06	16.70	17.37	18.08	18.78	19.53	20.31	21.12	21.96	22.83	23.69	24.56	25.44	26.32	27.21	28.10	28.99	29.88	30.77	31.66	32.55
36	15.75	16.38	17.04	17.72	18.43	19.17	19.94	20.74	21.57	22.43	23.28	24.13	25.00	25.87	26.74	27.61	28.48	29.35	30.22	31.09	31.96	32.83
36	16.07	16.71	17.38	18.08	18.80	19.55	20.33	21.14	21.99	22.87	23.74	24.61	25.48	26.35	27.22	28.09	28.96	29.83	30.70	31.57	32.44	33.31
37	16.39	17.05	17.73	18.44	19.18	19.95	20.75	21.58	22.44	23.34	24.27	25.19	26.10	27.01	27.92	28.83	29.74	30.65	31.56	32.47	33.38	34.29
38	16.72	17.39	18.09	18.81	19.56	20.34	21.15	22.00	22.88	23.80	24.75	25.68	26.60	27.51	28.42	29.33	30.24	31.15	32.06	32.97	33.88	34.79
38	17.05	17.73	18.44	19.18	19.95	20.75	21.58	22.44	23.34	24.27	25.19	26.10	27.01	27.92	28.83	29.74	30.65	31.56	32.47	33.38	34.29	35.20
40	17.39	18.09	18.81	19.58	20.34	21.15	22.00	22.88	23.80	24.75	25.68	26.60	27.51	28.42	29.33	30.24	31.15	32.06	32.97	33.88	34.79	35.70
41	17.74	18.46	19.19	19.96	20.78	21.69	22.68	23.69	24.75	25.84	26.95	28.09	29.26	30.41	31.56	32.71	33.88	35.03	36.18	37.33	38.48	39.63
42	18.09	18.81	19.58	20.34	21.15	22.00	22.88	23.80	24.75	25.68	26.60	27.51	28.42	29.33	30.24	31.15	32.06	32.97	33.88	34.79	35.70	36.61
43	18.46	19.19	19.96	20.78	21.69	22.68	23.69	24.75	25.84	26.95	28.09	29.26	30.41	31.56	32.71	33.88	35.03	36.18	37.33	38.48	39.63	40.78
44	18.82	19.57	20.35	21.16	22.01	22.88	23.81	24.78	25.75	26.78	27.82	28.87	29.92	30.97	32.02	33.07	34.12	35.17	36.22	37.27	38.32	39.37
46	19.20	19.97	20.77	21.60	22.46	23.36	24.29	25.26	26.27	27.32	28.37	29.42	30.47	31.52	32.57	33.62	34.67	35.72	36.77	37.82	38.87	39.92
46	19.58	20.36	21.17	22.02	22.90	23.82	24.77	25.76	26.79	27.86	28.91	29.96	31.01	32.06	33.11	34.16	35.21	36.26	37.31	38.36	39.41	40.46
47	19.97	20.77	21.60	22.48	23.38	24.29	25.28	26.27	27.32	28.41	29.50	30.59	31.68	32.77	33.86	34.95	36.04	37.13	38.22	39.31	40.40	41.49
47	20.37	21.18	22.03	22.91	23.83	24.78	25.77	26.80	27.87	28.98	30.08	31.17	32.26	33.35	34.44	35.53	36.62	37.71	38.80	39.89	40.98	42.07
48	20.76	21.61	22.47	23.37	24.30	25.27	26.28	27.33	28.42	29.56	30.70	31.83	32.96	34.09	35.22	36.35	37.48	38.61	39.74	40.87	42.00	43.13
49	21.20	22.05	22.93	23.85	24.80	25.78	26.82	27.89	29.01	30.17	31.28	32.39	33.50	34.61	35.72	36.83	37.94	39.05	40.16	41.27	42.38	43.49
50	21.62	22.48	23.38	24.32	25.29	26.30	27.35	28.44	29.56	30.76	31.91	33.06	34.21	35.36	36.51	37.66	38.81	39.96	41.11	42.26	43.41	44.56
51	21.82	22.48	23.38	24.32	25.29	26.30	27.35	28.44	29.56	30.76	31.91	33.06	34.21	35.36	36.51	37.66	38.81	39.96	41.11	42.26	43.41	44.56
51	22.64	24.59	25.57	26.59	27.65	28.76	29.91	31.11	32.35	33.64	34.98	36.37	37.79	39.24	40.71	42.20	43.71	45.24	46.79	48.36	49.95	51.56

- Range 23: Cook
- Range 25: Instructional Aide, Integrative Aide, Office Assistant, Preschool Teacher Assistant
- Range 27: Library Assistant
- Range 30: Custodian, MCN Billing Tech
- Range 32: Grounds Keeper
- Range 34: MCN Technical Sales and Billing
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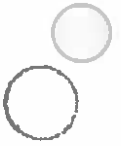
Mendocino Unified School District
CEMUS
2018-19
Board Approved May 17, 2018

4% Educational Increment

RANGE	1	2	3	4	5	6	7	8	9	10	11	12
23	12.92	13.44	13.96	14.54	15.12	15.72	16.35	17.00	17.68	18.39	20.27	21.08
24	13.18	13.71	14.26	14.83	15.42	16.04	16.68	17.35	18.04	18.76	20.69	21.52
25	13.44	13.98	14.54	15.12	15.72	16.35	17.00	17.68	18.39	19.13	21.08	21.92
26	13.71	14.26	14.83	15.42	16.04	16.68	17.35	18.04	18.76	19.51	21.51	22.37
27	13.98	14.54	15.12	15.72	16.35	17.00	17.68	18.39	19.13	19.90	21.93	22.81
28	14.26	14.83	15.42	16.04	16.68	17.35	18.04	18.76	19.51	20.29	22.37	23.28
29	14.54	15.12	15.72	16.35	17.00	17.68	18.39	19.13	19.90	20.70	22.82	23.73
30	14.83	15.42	16.04	16.68	17.35	18.04	18.76	19.51	20.29	21.10	23.28	24.19
31	15.13	15.74	16.37	17.02	17.70	18.41	19.15	19.92	20.72	21.55	23.75	24.70
32	15.43	16.05	16.69	17.36	18.05	18.77	19.52	20.30	21.11	21.95	24.20	25.17
33	15.75	16.38	17.04	17.72	18.43	19.17	19.94	20.74	21.57	22.43	24.73	25.72
34	16.08	16.70	17.37	18.06	18.78	19.53	20.31	21.12	21.98	22.84	25.18	26.18
35	16.38	17.04	17.72	18.43	19.17	19.94	20.74	21.57	22.43	23.33	25.72	26.75
36	16.71	17.38	18.06	18.80	19.55	20.33	21.14	21.99	22.87	23.78	26.22	27.27
37	17.05	17.73	18.44	19.18	19.95	20.75	21.58	22.44	23.34	24.27	26.78	27.83
38	17.39	18.09	18.81	19.56	20.34	21.15	22.00	22.88	23.80	24.76	27.29	28.38
39	17.73	18.44	19.18	19.95	20.75	21.58	22.44	23.34	24.27	25.24	27.83	28.94
40	18.09	18.81	19.56	20.34	21.15	22.00	22.88	23.80	24.76	25.74	28.37	29.50
41	18.45	19.18	19.95	20.78	21.59	22.45	23.35	24.28	25.25	26.26	28.85	30.11
42	18.81	19.56	20.34	21.15	22.00	22.88	23.80	24.76	25.74	26.77	29.52	30.70
43	19.19	19.96	20.78	21.59	22.45	23.35	24.28	25.25	26.26	27.31	30.11	31.31
44	19.57	20.35	21.18	22.01	22.89	23.81	24.76	25.75	26.78	27.85	30.70	31.93
45	19.97	20.77	21.60	22.46	23.36	24.29	25.26	26.27	27.32	28.41	31.32	32.57
46	20.36	21.17	22.02	22.89	23.82	24.77	25.76	26.78	27.86	28.97	31.94	33.22
47	20.77	21.60	22.46	23.36	24.29	25.25	26.27	27.32	28.41	29.55	32.57	33.87
48	21.18	22.03	22.91	23.83	24.78	25.77	26.80	27.87	28.98	30.14	33.23	34.58
49	21.61	22.47	23.37	24.30	25.27	26.28	27.33	28.42	29.56	30.74	33.88	35.25
50	22.05	22.93	23.85	24.80	25.78	26.82	27.89	29.01	30.17	31.38	34.59	35.97
51	22.48	23.38	24.32	25.29	26.30	27.35	28.44	29.58	30.76	31.99	35.27	36.68
52	24.09	25.07	26.09	27.15	28.26	29.41	31.11	32.35	33.64	34.99	38.58	40.10

- Range 23: Cook
- Range 25: Instructional Aide, Integrative Aide, Office Assistant, Preschool Teacher Assistant
- Range 27: Library Assistant
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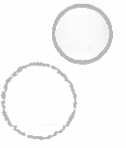
Effective 7/1/07 an employee who has worked in the classified service of the District for a period of 14 years or more shall receive a longevity increment of 4% at the commencement of their 15th year.



**Mendocino Unified School District
 2018-19 Network Administrator Salary Schedule
 Board Approved May 17, 2018
 CEMUS Represented Positions**

	1	2	3	4	5	6	7	longevity
MCN Junior Network Admin.	26.04	27.07	28.17	29.30	30.46	31.68	32.97	34.29
with education increment	27.08	28.15	29.30	30.47	31.68	32.95	34.29	35.66
MCN Senior Network Admin.	32.80	34.12	35.49	36.91	38.37	39.90	41.50	43.16
with education increment	34.11	35.48	36.91	38.39	39.90	41.50	43.16	44.89

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.

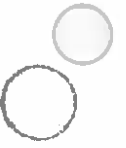


Mendocino Unified School District
 CEMUS
 2019-20
 Board Approved May 17, 2018

RANGE	1	2	3	4	5	6	7	8	9	10	11	12
23	12.90	13.51	13.84	14.39	14.97	15.57	16.19	16.84	17.51	18.21	20.07	20.87
24	13.08	13.58	14.12	14.68	15.27	15.88	16.52	17.18	17.87	18.58	20.48	21.30
25	13.32	13.85	14.40	14.96	15.56	16.20	16.85	17.52	18.22	18.95	20.89	21.73
26	13.59	14.13	14.70	15.28	15.90	16.54	17.20	17.89	18.61	19.36	21.33	22.18
27	13.86	14.41	14.99	15.59	16.23	16.90	17.53	18.23	18.96	19.72	21.74	22.61
28	14.14	14.71	15.30	15.91	16.55	17.21	17.90	18.62	19.36	20.13	22.19	23.08
29	14.42	15.00	15.60	16.22	16.87	17.54	18.24	18.97	19.73	20.52	22.62	23.52
30	14.71	15.30	15.91	16.55	17.21	17.90	18.62	19.36	20.13	20.94	23.08	24.00
31	15.00	15.60	16.22	16.87	17.54	18.24	18.97	19.73	20.52	21.34	23.53	24.47
32	15.30	15.91	16.55	17.21	17.90	18.62	19.36	20.13	20.94	21.78	24.01	24.97
33	15.61	16.23	16.88	17.56	18.26	18.99	19.75	20.54	21.38	22.21	24.48	25.48
34	15.92	16.56	17.22	17.91	18.63	19.38	20.16	20.97	21.81	22.68	25.00	26.00
35	16.24	16.89	17.57	18.27	19.00	19.76	20.55	21.37	22.22	23.11	25.48	26.50
36	16.56	17.22	17.91	18.63	19.38	20.16	20.97	21.81	22.68	23.59	26.01	27.05
37	16.89	17.57	18.27	19.00	19.76	20.55	21.37	22.22	23.11	24.03	26.49	27.55
38	17.23	17.92	18.64	19.39	20.17	20.98	21.82	22.69	23.60	24.54	27.05	28.13
39	17.57	18.27	19.00	19.76	20.56	21.37	22.22	23.11	24.03	24.96	27.55	28.65
40	17.92	18.64	19.39	20.17	20.98	21.82	22.69	23.60	24.54	25.52	28.13	29.26
41	18.26	18.91	19.77	20.56	21.38	22.24	23.13	24.06	25.02	26.02	28.08	29.83
42	18.65	19.40	20.16	20.99	21.83	22.70	23.61	24.55	25.53	26.53	29.27	30.44
43	19.02	19.78	20.57	21.39	22.25	23.14	24.07	25.03	26.03	27.07	29.84	31.03
44	19.40	20.18	20.99	21.83	22.70	23.61	24.55	25.53	26.56	27.61	30.44	31.68
45	19.79	20.58	21.49	22.28	23.16	24.08	25.04	26.04	27.08	28.16	31.04	32.28
46	20.19	21.00	21.84	22.71	23.62	24.56	25.54	26.58	27.62	28.72	31.68	32.93
47	20.59	21.41	22.27	23.16	24.09	25.05	26.05	27.09	28.17	29.30	32.30	33.59
48	21.00	21.84	22.71	23.62	24.56	25.54	26.58	27.62	28.72	29.87	32.93	34.25
49	21.42	22.28	23.17	24.10	25.06	26.06	27.10	28.16	29.31	30.48	33.60	34.94
50	21.85	22.72	23.63	24.58	25.56	26.58	27.64	28.75	29.90	31.10	34.28	35.65
51	22.29	23.18	24.11	25.07	26.07	27.11	28.18	29.32	30.49	31.71	34.96	36.38
52	24.35	25.32	26.33	27.38	28.48	29.62	30.80	32.03	33.31	34.64	38.19	39.72

- Range 23: Cook
- Range 24: Instructional Aide, Integrative Aide, Office Assistant
- Range 25: Preschool Teacher Assistant
- Range 26: Mail Person
- Range 27: Library Assistant
- Range 28: Custodian, MCN Billing Tech
- Range 29: Grounds Keeper
- Range 30: MCN Technical Sales and Billing
- Range 31: Registrar, Accounts Payable/Office Asst., Manager Cook
- Range 32: Custodian - Lead, Maintenance Worker, Preschool Teacher, MCN Office Manager
- Range 33: Maintenance - Lead, Chorus Accompanist, H.S. Student Activities/Athletic Coordinator
- Range 34: Bus Driver
- Range 35: Payroll/Accounting Technician, Administrative Assistant, MCN Tech Support
- Range 36: MCN Field Tech Support
- Range 37: MCN Manager Tech Support
- Range 38: Lead Bus Mechanic
- Range 39: 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

4% Educational Increment

Board Approved May 17, 2018

RANGE	1	2	3	4	5	6	7	8	9	10	11	12
23	13.31	13.84	14.39	14.97	15.57	16.19	16.84	17.51	18.21	18.94	20.67	21.70
24	13.66	14.12	14.66	15.27	15.88	16.52	17.18	17.87	18.58	19.32	21.30	22.15
25	13.85	14.40	14.96	15.58	16.20	16.86	17.52	18.22	18.95	19.71	21.73	22.60
26	14.15	14.70	15.29	15.90	16.54	17.20	17.89	18.61	19.35	20.12	22.18	23.07
27	14.41	14.98	15.59	16.21	16.86	17.53	18.23	18.96	19.72	20.51	22.61	23.51
28	14.71	15.30	15.91	16.56	17.21	17.90	18.62	19.36	20.13	20.94	23.08	24.00
29	15.00	15.60	16.22	16.87	17.54	18.24	18.97	19.73	20.52	21.34	23.52	24.46
30	15.30	15.91	16.55	17.21	17.90	18.62	19.36	20.13	20.94	21.78	24.00	24.96
31	15.60	16.22	16.87	17.54	18.24	18.97	19.73	20.52	21.34	22.19	24.47	25.45
32	15.91	16.55	17.21	17.90	18.62	19.36	20.13	20.94	21.78	22.65	24.97	25.97
33	16.23	16.88	17.56	18.26	18.99	19.75	20.54	21.36	22.21	23.10	25.48	26.48
34	16.56	17.22	17.91	18.63	19.38	20.16	20.97	21.81	22.69	23.59	26.00	27.04
35	16.88	17.57	18.27	19.00	19.76	20.55	21.37	22.22	23.11	24.03	26.50	27.58
36	17.22	17.91	18.63	19.36	20.16	20.97	21.81	22.68	23.59	24.53	27.05	28.13
37	17.57	18.27	19.00	19.76	20.55	21.37	22.22	23.11	24.03	24.99	27.55	28.65
38	17.92	18.64	19.39	20.17	20.98	21.82	22.69	23.60	24.54	25.52	28.13	29.28
39	18.27	19.00	19.76	20.55	21.37	22.22	23.11	24.03	24.99	25.99	28.55	29.90
40	18.64	19.39	20.17	20.98	21.82	22.68	23.60	24.54	25.52	26.54	29.28	30.43
41	19.01	19.77	20.56	21.38	22.24	23.13	24.06	25.02	26.02	27.06	29.83	31.02
42	19.40	20.18	20.98	21.83	22.70	23.61	24.55	25.53	26.55	27.61	30.44	31.66
43	19.78	20.57	21.39	22.25	23.14	24.07	25.03	26.03	27.07	28.15	31.03	32.27
44	20.18	20.98	21.83	22.70	23.61	24.55	25.53	26.55	27.61	28.71	31.66	32.93
45	20.58	21.40	22.26	23.15	24.08	25.04	26.04	27.08	28.16	29.29	32.28	33.67
46	21.00	21.84	22.71	23.62	24.56	25.54	26.56	27.62	28.72	29.87	32.93	34.25
47	21.41	22.27	23.16	24.09	25.05	26.05	27.09	28.17	29.30	30.47	33.59	34.93
48	21.84	22.71	23.62	24.56	25.54	26.56	27.62	28.72	29.87	31.08	34.25	35.62
49	22.28	23.17	24.10	25.06	26.06	27.10	28.18	29.31	30.48	31.70	34.94	36.34
50	22.72	23.63	24.59	25.56	26.58	27.64	28.75	29.90	31.10	32.34	35.65	37.08
51	23.18	24.11	25.07	26.07	27.11	28.19	29.32	30.48	31.71	32.98	36.36	37.81
52	23.63	24.59	25.59	26.60	27.64	28.72	29.83	30.99	32.21	33.44	37.22	41.31

Range 23: Cook
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Range 40: Bus Driver
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

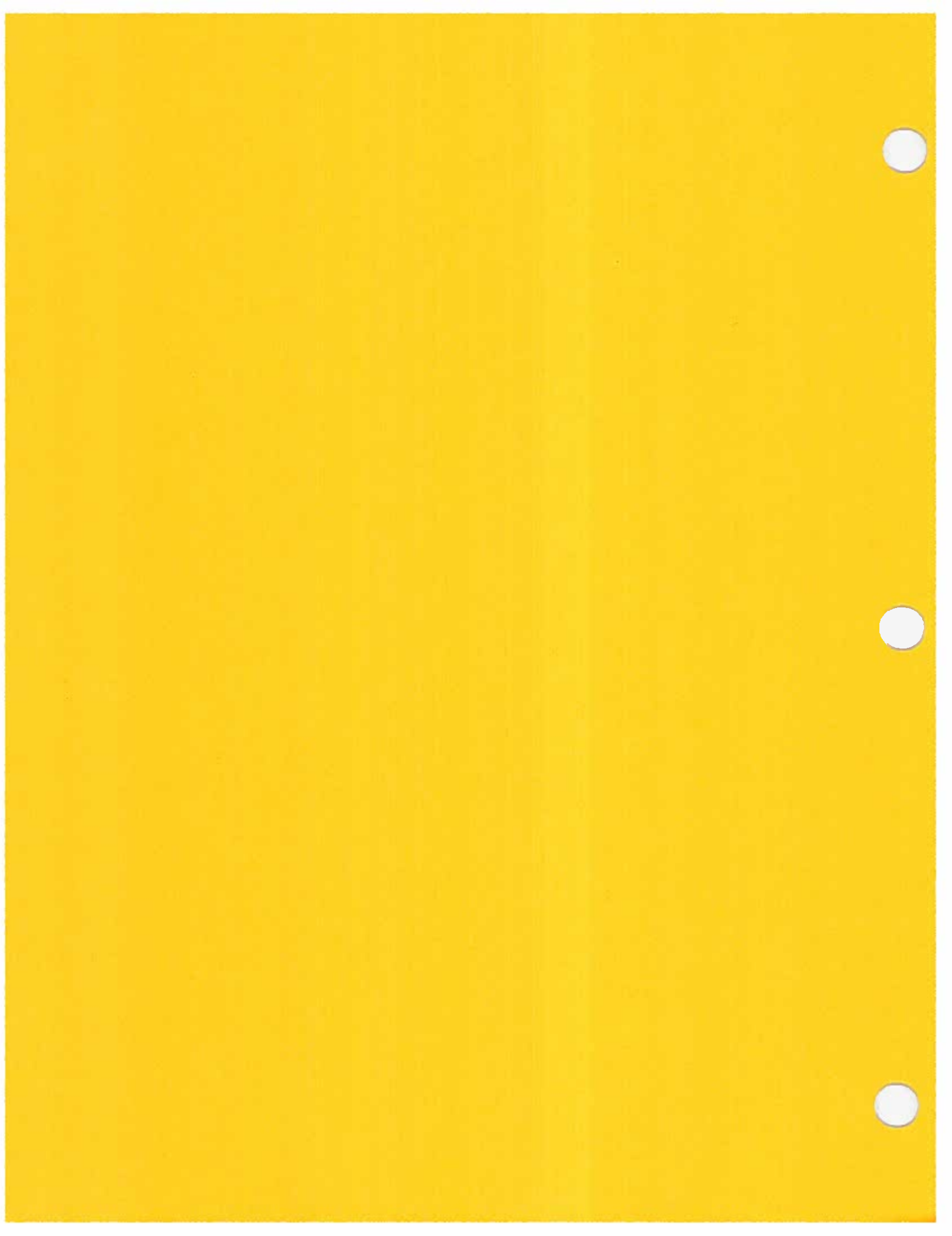
**Mendocino Unified School District
 2019-20 Network Administrator Salary Schedule
 Board Approved May 17, 2018
 CEMUS Represented Positions**

	1	2	3	4	5	6	7	longevity
MCN Junior Network Admin.	26.83	27.88	29.01	30.18	31.37	32.63	33.96	35.32
with education increment	27.90	29.00	30.17	31.39	32.62	33.94	35.32	36.73
MCN Senior Network Admin.	33.79	35.15	36.55	38.02	39.52	41.10	42.75	44.46
with education increment	35.14	36.58	38.01	39.54	41.10	42.74	44.46	46.24

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



2018-2023 Strategic Plan
Learn. Explore. Create.

District Strategic Planning Committee

Sage Andersen, K-8 School Response-to-Intervention Teacher

Rebecca Bailey, Mendocino Unified School District Technology Integration Teacher

Elise Boyle, Sunrise and Mendocino High School Woodshop and ASL Teacher

George Georganas, Parent

Tyler Grinberg, Mendocino High School Science Teacher

Tobin Hahn, Mendocino High School Principal

Kim Humrichouse, Mendocino K-8 School Principal

Jason Morse, Mendocino Unified School District Superintendent

Mimi Sawyer, Mendocino K-8 School 7th and 8th Grade Math Teacher

Steve Wall, Parent

A sincere thank you is extended to the dedicated stakeholders who participated in the strategic planning process. Many stakeholders took the time to complete a district-wide survey, attend community meetings that were held to discuss the plan, or provide input personally. In addition, we would also like to acknowledge and thank the Mendocino Unified School Board of Trustees for recognizing the importance of strategic planning. The Strategic Plan and 5-year Goals will serve as a foundation for student success for years to come. The plan and goals will be reviewed annually and modified as necessary.

How the Strategic Plan was Created

The Mendocino Unified School District strategic planning process started in the fall of 2017 with a district-wide survey. The survey was distributed to all parents and staff in the district, students in 6th- 12th grades, and was made available to community members on a listserv as well as various locations in the community.

Superintendent Jason Morse created a draft of a strategic plan based on survey results, the current vision statements from Mendocino High School and Mendocino K-8 School, and educational best practices. A planning committee was formed with the charge of analyzing, modifying, and tuning the plan to meet the needs of the students in the district.

Input was sought from all stakeholders through staff, community, and Board of Trustees meetings as well as invitations to comment through email, phone, or in person. The plan will be adopted by the Mendocino Unified School District Board of Trustees on June 21st, 2018.

Planning Ahead

The Superintendent, principals, and district staff will review the progress of each goal and objective annually and assign responsibility for carrying out the plans outlined in this document. Periodic progress reports will be provided to the Board of Trustees. The superintendent will also assign timelines and manage budgets for each goal and objective over a five-year period.

Mission Statement

Our mission is to provide an integrated learning community that fosters creativity, compassion, and civic responsibility in a way that maximizes personal development.

District Motto

Learn. Explore. Create.

Mendocino Unified School District Shared Vision

Our mission is to provide an integrated learning community that fosters creativity, compassion, and civic responsibility in a way that maximizes personal development.

Communication

We believe effective communicators utilize verbal, non-verbal, and written means to convey messages. In addition, they are able to receive, comprehend and interpret the messages of others. Our students will...

- Be confident in expressing themselves in a variety of ways
- Be active listeners
- Be prepared to write at the college level
- Have the opportunity to study a foreign/second language in grades K-12

Citizenship

Learning is intricately linked to relationships and community. Schools must act as catalysts in supporting and sustaining the vitality of our local and global communities. Our students will...

- Display positive behaviors and attitudes towards themselves and others
- Effect positive change through volunteering and participating in the community
- Discover their purpose in our national and global society
- Have the opportunity for field experience, career exploration, and job apprenticeships

Collaboration

Learning is a social process. When collaboration occurs, students actively discuss their individual or collective work. The world is becoming more connected and people will need to work together to implement creative solutions. Our students will...

- Solve complex problems by contributing and working together
- Listen to others with an open mind
- Benefit from the collaboration of teachers and interdisciplinary learning
- Develop effective social skills

Complex Thinkers

In a rapidly changing and complex society, students must be able to access and analyze information from a variety of sources and use critical thinking and problem solving skills in predictable and unpredictable situations. Our students will...

- Ask appropriate and meaningful questions
- Research effectively
- Be skilled in the application of technology
- Use reasoning and analytical skills to achieve productive outcomes

This vision document provides the "imagination" of what we hope to become, a blueprint for continuous improvement, and the benchmarks by which we will evaluate our progress. We dedicate ourselves to these ideals.

Goal One – Parent and Community Engagement

Actively engage and involve parents and community members in the District

1. Parent Communication

- Aeries Loop will be used to communicate attendance notifications, emergency notifications, and specific listserv groups (sports teams, classrooms, grade levels)
- The District will consistently use a wide variety of communication mediums such as listservs, social media, newsletters, bulletins, and news media outlets
- Parents will have access to computers at District sites for internet and parent portal access
- Grading and reporting systems will be used consistently and be clearly communicated to parents

2. Parent Engagement

- Increase parent volunteering and engagement through the parent volunteer training program
- Develop a system to keep accurate data on parent engagement and attendance at school activities.
- District supports for parents will include a food bank, washer and dryer, parent resource center, and parenting classes.

3. Community Engagement

- Provide job shadowing opportunities with local businesses to high school students 1-2 times per year
- Collaborate with local agencies to provide internship and/or volunteer opportunities such as the Kelley House, Ford House, Point Cabrillo Lighthouse, Mendocino Area Parks Association, State Parks, and local Volunteer Fire Departments
- The District cafeteria program will buy GMO free foods, more local food, and shift away from buying US Government commodities
- Collaborate with neighboring school districts on student events, activities, and community service projects

Goal Two – Systems of Support

Research, implement, and improve effective intervention strategies and supports

1. Student Academic

- Staff will collaborate to develop local assessments at all grade levels
- The high school will transition to 1:1 Chromebooks for students
- A cross-grade level student mentoring program will be developed and implemented
- EL students will receive adequate services and be reclassified after attending MUSD schools within 3-5 years
- A K-8 Spanish program will be developed
- K-12 music opportunities will be expanded
- Life skills will be taught throughout the day in all disciplines as the opportunities arise

2. Student Behavioral

- Student behavioral expectations will be clearly understood and communicated to all students
- Student behavior will be handled effectively and consistently
- Continue to research and implement best practices and options in lieu of suspensions
- Suspensions will be reduced district-wide over a 5-year period

3. Student Wellness

- Healthy choices will be taught and discussed at appropriate grade levels such as drugs and alcohol, reproductive health, nutrition, and anxiety and depression
- The Body Positive Program will be implemented at the high school and middle school levels
- Staff will be trained in the Youth Mental Health First Aid program

4. Student Communication

- Students will be provided many opportunities across disciplines to practice public speaking
- Students will learn essential interview and on-the-job interpersonal communication skills

5. Chronic Absenteeism

- The District will create a Chronic Absenteeism Task Force to reduce the percentage of chronically absent students

6. Staff

- Provide opportunities for teachers to observe other classrooms
- Staff will collaborate and discuss EL teaching strategies within the classroom
- Staff will analyze current grading and reporting systems
- Vertical teaming opportunities will be provided to District K-12 subject area departments to increase collaboration and curriculum articulation as well to develop local assessments

Goal Three - Writing

Improve student writing achievement across disciplines

- A K-12 writing assessment will be given three times per year and will be used to inform instruction
- Rubrics will be developed at each grade level for scoring the writing assessments
- Anchor papers will be identified at each grade level for each score level and genre
- Professional development to support writing instruction will be provided to teachers
- Students will complete required grade level writing tasks each year and maintain a writing portfolio

Goal Four - Facilities

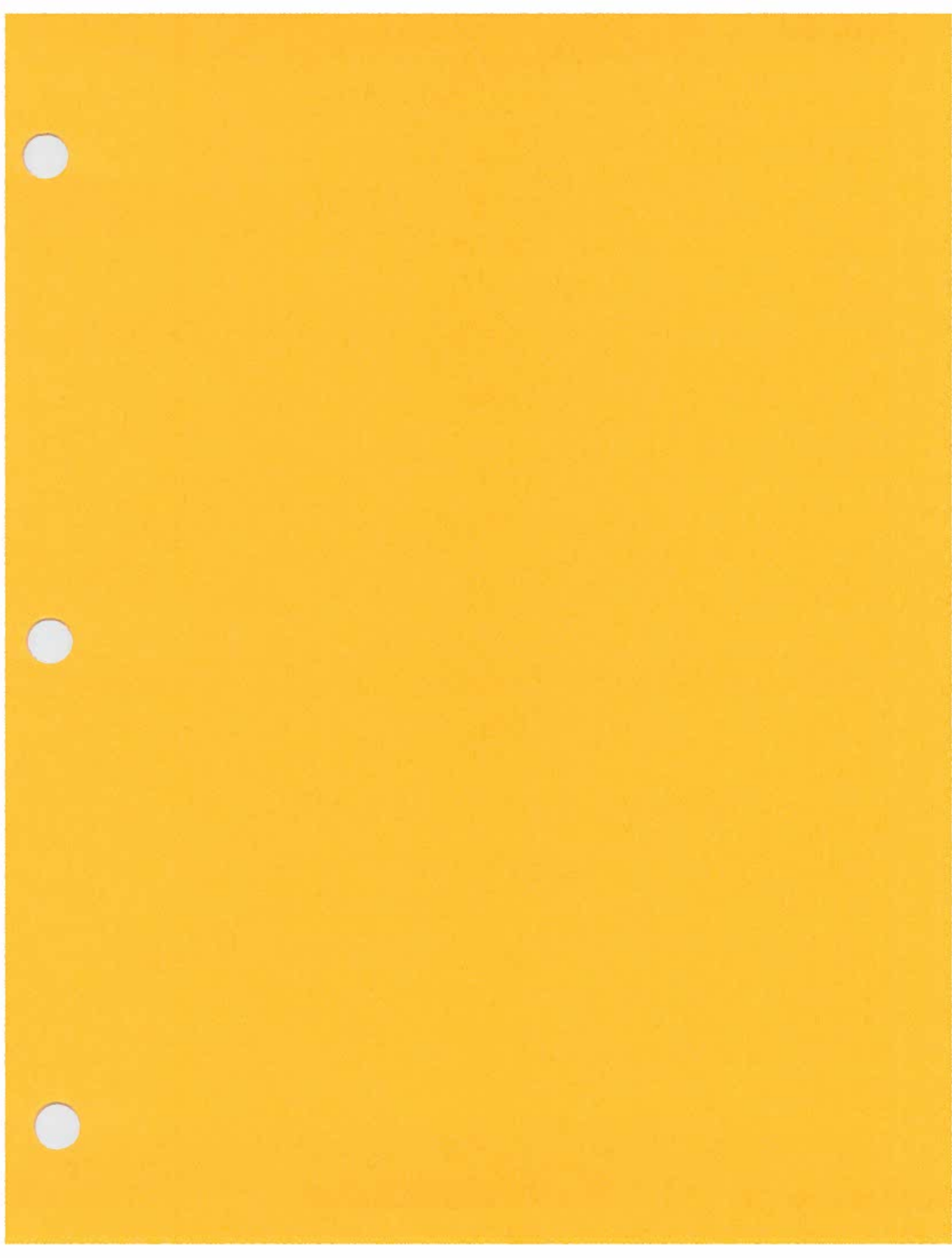
Plan for the long-range improvement and sustainability of our District facilities

1. High School

- Plans to modernize Mendocino High School will be finalized including the selection of an architect by the spring of 2019 to develop a schematic design. The target for a MUSD bond vote is the 2020 November election.

2. All Facilities

- All facilities in the District will have a long range plan including maintenance, improvements, infrastructure of technology, and best use of space.
- The District's facility use policy will be reviewed and used with fidelity





**Resolution 2018-10
Mendocino Unified School District
Mendocino, California
Mendocino County, California**

**Resolution forming the Mendocino Unified School District Maintenance Assessment District ,
Ordering the Improvements as Described, and Confirming the Diagram and Assessment; Levy of the
Assessment for the Fiscal year 2018-2019**

WHEREAS, school districts in the State of California are authorized, subject to duly noticed public hearings and other requirements as specified by law, to form a maintenance assessment district to defray the cost of improvements as defined in Streets and Highways Code section 22525;

WHEREAS, such maintenance assessment districts may be formed under the Landscaping and Lighting Act of 1972 (the "Act") commencing with Streets and Highways Code section 22500 et seq.;

WHEREAS, a resolution initiating proceedings was duly adopted by this Board on **April 19, 2018**;

WHEREAS, a resolution of intention to form the maintenance assessment district was duly adopted on **May 17, 2018**;

WHEREAS, pursuant to the resolution of intention, a public hearing was scheduled for **June 21, 2018**, as set forth in the resolution of intention;

WHEREAS, it appears to be in the best interest of the Mendocino Unified School District, its school children, and the citizens it serves in providing recreational facilities which are made available by the District to residents within the Mendocino Unified School District to form a maintenance assessment district to defray the cost of much needed maintenance and improvements required as a result of the public use and participation in the District's recreational facilities;

WHEREAS, the Board considered all the oral statements and any written communications made or filed by interested persons at the public hearing as described above;

WHEREAS, the Board determined, based upon the Engineer's Report, and staff testimony at the hearing, that the formula or method for apportioning the assessment on the assessable lots and parcels of the land within the District was apportioned among the several lots or parcels in proportion to the estimated benefits to be received by each lot or parcel from the improvements, as defined under the Act and as set forth in the Engineer's Report based upon the formula or method which fairly distributes the net amount among all assessable lots or parcels in proportion to the estimated benefits to be received by each lot or parcel from the improvements as defined under the Act;

WHEREAS, the adoption of this Resolution shall constitute a levy of an assessment for the fiscal year **2018-2019** in the amount as set forth in the Engineer's Report;

NOW, THEREFORE, the Board of Education of the Mendocino Unified School District resolves as follows:

1. Adopts the foregoing recitals as true and correct.
2. Confirms and adopts the proposed Engineer's Report as the final Engineer's Report for purposes of formation of the District and the levy of the assessment for the fiscal year **2018-2019**. Said report shall remain the Engineer's Report of the District subject to any new improvements or substantial changes as set forth in the Act.
3. Adopts this Resolution as the levy of the assessment in the amount as set forth in the Engineer's Report, for the fiscal year **2018-2019** with respect to all assessable lots and parcels of land within the District, as described in the Engineer's Report, except as to railroad, gas, water, or electric utility, or electric line right-of-way as described in section 22595 of the Streets and Highways Code and except as to those public properties as set forth in section 22663 of the Streets and Highways Code.

Continued on next page

4. Confirms the plans and specifications for the improvements, the estimate of the costs for the improvements, the diagram for the assessment district, and the assessment of the estimated costs of the improvements and other matters all as set forth in the Engineer's Report, as amended; orders the improvements as set forth in the Engineer's Report, and the formation of the Maintenance District.

5. Finds that the formula or method of the assessment as set forth in the Engineers' Report, fairly distributes the net amount to be assessed upon the lands within the assessment district among all assessable lots or parcels, as described in the Engineer's Report, in proportion to the estimated benefits to be received by each such lot or parcel for the improvements described in the Engineer's Report, exempting the parcels as described in section 22595 and 22663 of the Streets and Highways Code; further finds that the Engineer's Report, and hereby confirmed, has fairly and properly apportioned the cost of the improvements to each parcel of land in the assessment district, as described in the Engineer's Report, in proportion to the estimated benefits to be received by each parcel, respectively, from the improvements.

6. Authorizes the costs of the improvements including incidental expenses pursuant to section 22526 of the Streets and Highways Code and the Engineer's Report. Hereby orders the improvements as described in the Engineer's Report, the formation of the maintenance district as described herein, and hereby confirms the diagram and assessment as submitted to the Board of Trustees of the Mendocino Unified School District.

7. Does not, at this time, authorize bonds or notes to be issued pursuant to section 22662.5 of the Streets and Highways Code.

8. If any parcel tax election is authorized by the Board and duly approved by the electors of the District, District agrees to discontinue assessments under the maintenance assessment district for the years in which the parcel tax is collected.

9. Directs the Clerk of the Board of Trustees to file the diagram and assessment, or a certified copy thereof, with the Auditor of the County of Mendocino pursuant to section 22641 of the Streets and Highways Code. Monies collected pursuant to the Maintenance District shall be received in accordance with law as set forth in Chapter 5 (Financial Provisions) of the Act, commencing with section 22655 of the Streets and Highways Code and shall be expended for the improvements authorized and as set forth in the Engineer's Report.

The foregoing resolution was adopted at a duly-called meeting by the Board of Trustees of the Mendocino Unified School District on **June 21, 2018** by the following vote:

President	Michael Schaeffer	_____
Clerk	Mark Morton	_____
Member	Jessica Grinberg	_____
Member	Windspirit Aum	_____
Member	Jim Gay	_____

I, Mark Morton, Clerk of the Board of Trustees of the Mendocino Unified School District, do hereby certify that the foregoing resolution was regularly introduced, passed, and adopted by the Board of Trustees at its meeting held on **June 21, 2018**.

Mark Morton, Clerk
Board of Trustees
Mendocino Unified School District
Mendocino County, California

Michael Schaeffer, President
Board of Trustees

Mendocino Unified School District

Maintenance Assessment District

Engineer's Report (Fiscal Year 2018-19)

Submitted by
Jason Morse, Superintendent
Reviewed by
Mark Quattrocchi, Architect

Mendocino Unified School District
May 17, 2018
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Governing Board
Michael Schaeffer (Comptche), President
Mark Morton (Caspar), Clerk
Jessica Grinberg (Mendocino)
Jim Gay (Greenwood)
Windspirit Aum (Albion)

Mendocino Unified School District
Maintenance Assessment District

Assessment

WHEREAS, on April 19, 2018 the Board of Trustees of the Mendocino Unified School District, pursuant to the provisions of the Landscaping and Lighting Act of 1972 (the "Act"), adopted its Resolution Initiating Proceedings for the Formation of a Maintenance District for the maintenance of improvements more particularly described in the Resolution;

WHEREAS, the Resolution directed the undersigned to prepare and file a report pursuant to Section 22565, et seq., of the Act;

NOW THEREFORE, the undersigned, by virtue of the power vested in me under the Act and the order of the Board of Trustees, hereby makes the following assessment to cover the portion of the estimated cost of the maintenance of the improvements, including the incidental costs and expenses, to be paid by the maintenance district.

These improvements are allocated costs based upon the estimated costs of the improvements for the fiscal year 2018-19 at \$88,800 as follows:

Engineer and District's Cost Estimate
Fiscal Year 2018-19
Maintenance Assessment District — Eligible Maintenance Cost

Improvements 2018-19	MUSD Expenditures	Estimated Costs for Improvements 2018-19
<ul style="list-style-type: none">Maintenance, servicing, and semi-annual refinishing and refurbishment of gym floors at Mendocino High School	\$5,000	\$1,000
<ul style="list-style-type: none">Maintenance, utilities and servicing of facilities and grounds of the District available for public use. Including irrigation, utilities, repair, water system, fire systems maintenance, paving, maintenance and operations staff, custodial supplies, etc.	<u>\$1,220,862</u>	<u>\$87,800</u>
	\$1,225,862	\$88,800

For the 2018-19 fiscal year, there is no surplus or deficit in the improvement fund and section 22569(d) does not apply. The net assessed amount is, as set forth above, the estimate of the costs for the fiscal year 2018-19 of approximately \$88,800. The net assessment is based on approximately 2,960 improved parcels at \$30.00 per parcel.

Maintenance personnel will be used to maintain, service, and repair as necessary the District's facilities available to the public. District maintenance and utility staffing and operational expenditures will be used approximately 6.4% for maintenance and service in connection with public recreational events at District school sites.

The proposed assessment per improved parcel and total net amount to be assessed is less than the cost the District pays for maintenance, service, and improvements as a result of the public use and availability of District facilities.

The exterior boundaries of the Maintenance District are identical to the boundaries of the Mendocino Unified School District. For purposes of the Maintenance Assessment District, the Mendocino County Assessment Roll constitutes the Diagram.

I do hereby assess the net amount to be assessed upon all assessable lots or parcels of land within the Maintenance Assessment District by apportioning that amount among the several lots or parcels in proportion to the estimated benefits to be received by each such lot or parcel from the maintenance of the improvements, as more particularly set forth in the list attached on page 4 which also lists exempt parcels, and by this reference made a part of this Assessment.

The Assessment is made upon the lots or parcels of land within the Maintenance Assessment District in proportion to the estimated benefits to be received by the lots or parcels, respectively, from the maintenance of the improvements.

Each lot or parcel of land assessed is described in the Assessment Roll by reference to its parcel number as shown on the Assessor's Maps of the County of Mendocino for the fiscal year 2018-19 and includes all of each parcel, excepting those portions within existing public roads or right-of-way. For a more particular description of the property, reference is hereby made to the deeds and maps on file and record in the office of the County Recorder of the County Mendocino.

Dated: _____

Superintendent

Mendocino Unified School District Maintenance Assessment District

Assessment Roll

Reference is hereby made to the Assessment Roll in and for said assessment proceedings on file in the Office of the Secretary of the Board of Trustees, said assessment roll being too bulky to be bound with this Engineer's Report. The Assessment roll identifies the Mendocino County Assessor's Parcel Number of each lot or parcel, within the Maintenance Assessment District, that is being assessed, the address of the lot or parcel, the name and address of the owner of the lot or parcel, and an assessment amount.

Method of Assessment

The amounts to be assessed against the parcels of property to pay the cost and expenses of the work and improvements are based upon the benefits to be derived by the properties in the assessment district, which is comprised of parcels located within the Mendocino Unified School District boundaries, as defined by the Mendocino County tax code areas. Such benefits include, but are not limited to, enhanced property values, availability of recreational facilities, preservation of green space, contribution to a clean and safe community, and other general benefits.

Attached is a Summary of Assessment Amounts for various land uses found within the Mendocino Unified Maintenance Assessment District. The listing is not all inclusive of all types of land use that may be found within the District, but does represent the major land use categories. The list identifies which land use parcels are to be assessed and the method by which they are assessed.

Any property owner who feels that the amount of his/her assessment is in error as a result of incorrect information being used to apply the foregoing method, may file an appeal with the Superintendent of the Mendocino Unified School District. Any such appeal is limited to correction of an assessment during the then current or, if before July 1, the upcoming fiscal year. Upon the filing of any such appeal, the Superintendent shall promptly review the information provided by the property owner and if he finds that the assessment should be modified, he shall have the authority to make the appropriate changes in the assessment roll. If any such changes are approved after the assessment roll has been filed with the County of collection, the Superintendent is authorized to refund to the property owner the amount of any approved reduction.

Assessment Diagram and Plans and Specifications

Reference is hereby made to the Assessment Diagram in and for said assessment proceedings on file in the office of the Secretary of the Board of Trustees, said Assessment Diagram being too bulky to be bound with this Engineer's Report. For the purposes of the Mendocino Unified Maintenance Assessment District, the Assessor's Roll constitutes the Assessment Diagram.

Any Plans and Specifications that may be required, or that are applicable to the maintenance work included in the Maintenance Assessment District will be on file in the Office of the Secretary of the Board of Trustees.

Public Use and Availability of District Facilities

The Mendocino Unified School District ("District") makes available to members of the public residing in the District and other public members its facilities and playgrounds. The District is unique in this respect as almost all community recreational functions use these facilities.

The High School gymnasium and the K-8 gymnasium are used for large public functions in addition to recreational activities available to the public. The playgrounds at the small grammar schools and the Mendocino K-8 School are made available to the public for recreational activities.

The District's playing fields and gymnasiums are available to the public for a variety of sporting activities such as basketball, badminton, football, baseball, soccer, volleyball, and other sporting events. The Performing Arts Center and the High School gymnasium host public events for the community as a whole. There are other cultural uses of the District's facilities for public use.

The Mendocino Community High School and the Albion School are used by the public for cultural and recreational uses which require ongoing maintenance.

Because of the heavy use of the District's facilities, as set forth in this Report, it is necessary to defray the cost of maintenance, servicing, and improvements under the Landscaping and Lighting Act of 1972 (Streets and Highways Code section 22500).

Property values are enhanced by the presence of well-maintained public facilities for community recreational uses.

Summary of Assessment Amounts

<u>Land Use of Parcel</u>	<u>Amount</u>	<u>Notes Related to Assessment Amount Charged</u>
Unimproved	Exempt	
Church	Exempt	
Cemetery	Exempt	
Public Property	Exempt	
Public Utility Property	Exempt	
Improved	\$30	As defined by County Assessor's parcel identification

Mendocino Unified School District
Maintenance Assessment District

Certifications
Fiscal Year 2018-19

1. I, the Secretary of the Board of Trustees of the Mendocino Unified School District, hereby certify that the foregoing Assessment with the diagram was filed with me on May 17, 2018.

Superintendent / Secretary of the Board of Trustees

2. I, the Secretary of the Board of Trustees of the Mendocino Unified School District, hereby certify that the foregoing Assessment was approved and confirmed by the Board of Trustees of the Mendocino Unified School District on June 21, 2018 by Resolution _____.

Superintendent / Secretary of the Board of Trustees

3. I, the Secretary of the Board of Trustees of the Mendocino Unified School District, hereby certify that a certified copy of the assessment and diagram was filed in the Office of the County Auditor of the County of Mendocino, California, on May 22, 2018.

Superintendent / Secretary of the Board of Trustees

Mendocino Unified School District

Maintenance Assessment District

Engineer's Report

(Fiscal Year 2018-19)

Submitted by
Jason Morse, Superintendent

Reviewed by
Mark Quattrocchi, Architect

Mendocino Unified School District

May 17, 2018

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Governing Board

Michael Schaeffer (Comptche), President

Mark Morton (Caspar), Clerk

Jessica Grinberg (Mendocino)

Jim Gay (Greenwood)

Windspirit Aum (Albion)

**Mendocino Unified School District
Maintenance Assessment District**

Assessment

WHEREAS, on April 19, 2018 the Board of Trustees of the Mendocino Unified School District, pursuant to the provisions of the Landscaping and Lighting Act of 1972 (the "Act"), adopted its Resolution Initiating Proceedings for the Formation of a Maintenance District for the maintenance of improvements more particularly described in the Resolution;

WHEREAS, the Resolution directed the undersigned to prepare and file a report pursuant to Section 22565, et seq., of the Act;

NOW THEREFORE, the undersigned, by virtue of the power vested in me under the Act and the order of the Board of Trustees, hereby makes the following assessment to cover the portion of the estimated cost of the maintenance of the improvements, including the incidental costs and expenses, to be paid by the maintenance district.

These improvements are allocated costs based upon the estimated costs of the improvements for the fiscal year 2018-19 at \$88,800 as follows:

**Engineer and District's Cost Estimate
Fiscal Year 2018-19
Maintenance Assessment District — Eligible Maintenance Cost**

Improvements 2018-19	MUSD Expenditures	Estimated Costs for Improvements 2018-19
<ul style="list-style-type: none"> • Maintenance, servicing, and semi-annual refinishing and refurbishment of gym floors at Mendocino High School • Maintenance, utilities and servicing of facilities and grounds of the District available for public use. Including irrigation, utilities, repair, water system, fire systems maintenance, paving, maintenance and operations staff, custodial supplies, etc. 	<p>\$5,000</p> <p><u>\$1,220,862</u></p> <p>\$1,225,862</p>	<p>\$1,000</p> <p><u>\$87,800</u></p> <p>\$88,800</p>

For the 2018-19 fiscal year, there is no surplus or deficit in the improvement fund and section 22569(d) does not apply. The net assessed amount is, as set forth above, the estimate of the costs for the fiscal year 2018-19 of approximately \$88,800. The net assessment is based on approximately 2,960 improved parcels at \$30.00 per parcel.

Maintenance personnel will be used to maintain, service, and repair as necessary the District's facilities available to the public. District maintenance and utility staffing and operational expenditures will be used approximately 6.4% for maintenance and service in connection with public recreational events at District school sites.

The proposed assessment per improved parcel and total net amount to be assessed is less than the cost the District pays for maintenance, service, and improvements as a result of the public use and availability of District facilities.

The exterior boundaries of the Maintenance District are identical to the boundaries of the Mendocino Unified School District. For purposes of the Maintenance Assessment District, the Mendocino County Assessment Roll constitutes the Diagram.

I do hereby assess the net amount to be assessed upon all assessable lots or parcels of land within the Maintenance Assessment District by apportioning that amount among the several lots or parcels in proportion to the estimated benefits to be received by each such lot or parcel from the maintenance of the improvements, as more particularly set forth in the list attached on page 4 which also lists exempt parcels, and by this reference made a part of this Assessment.

The Assessment is made upon the lots or parcels of land within the Maintenance Assessment District in proportion to the estimated benefits to be received by the lots or parcels, respectively, from the maintenance of the improvements.

Each lot or parcel of land assessed is described in the Assessment Roll by reference to its parcel number as shown on the Assessor's Maps of the County of Mendocino for the fiscal year 2018-19 and includes all of each parcel, excepting those portions within existing public roads or right-of-way. For a more particular description of the property, reference is hereby made to the deeds and maps on file and record in the office of the County Recorder of the County Mendocino.

Dated: 6/13/18



Superintendent

Mendocino Unified School District Maintenance Assessment District

Assessment Roll

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Method of Assessment

The amounts to be assessed against the parcels of property to pay the cost and expenses of the work and improvements are based upon the benefits to be derived by the properties in the assessment district, which is comprised of parcels located within the Mendocino Unified School District boundaries, as defined by the Mendocino County tax code areas. Such benefits include, but are not limited to, enhanced property values, availability of recreational facilities, preservation of green space, contribution to a clean and safe community, and other general benefits.

Attached is a Summary of Assessment Amounts for various land uses found within the Mendocino Unified Maintenance Assessment District. The listing is not all inclusive of all types of land use that may be found within the District, but does represent the major land use categories. The list identifies which land use parcels are to be assessed and the method by which they are assessed.

Any property owner who feels that the amount of his/her assessment is in error as a result of incorrect information being used to apply the foregoing method, may file an appeal with the Superintendent of the Mendocino Unified School District. Any such appeal is limited to correction of an assessment during the then current or, if before July 1, the upcoming fiscal year. Upon the filing of any such appeal, the Superintendent shall promptly review the information provided by the property owner and if he finds that the assessment should be modified, he shall have the authority to make the appropriate changes in the assessment roll. If any such changes are approved after the assessment roll has been filed with the County of collection, the Superintendent is authorized to refund to the property owner the amount of any approved reduction.

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Any Plans and Specifications that may be required, or that are applicable to the maintenance work included in the Maintenance Assessment District will be on file in the Office of the Secretary of the Board of Trustees.

Public Use and Availability of District Facilities

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The District's playing fields and gymnasiums are available to the public for a variety of sporting activities such as basketball, badminton, football, baseball, soccer, volleyball, and other sporting events. The Performing Arts Center and the High School gymnasium host public events for the community as a whole. There are other cultural uses of the District's facilities for public use.

The Mendocino Community High School and the Albion School are used by the public for cultural and recreational uses which require ongoing maintenance.

Because of the heavy use of the District's facilities, as set forth in this Report, it is necessary to defray the cost of maintenance, servicing, and improvements under the Landscaping and Lighting Act of 1972 (Streets and Highways Code section 22500).

Property values are enhanced by the presence of well-maintained public facilities for community recreational uses.

Summary of Assessment Amounts

<u>Land Use of Parcel</u>	<u>Amount</u>	<u>Notes Related to Assessment Amount Charged</u>
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Church	Exempt	
Cemetery	Exempt	
Public Property	Exempt	
Public Utility Property	Exempt	
Improved	\$30	As defined by County Assessor's parcel identification

Mendocino Unified School District
Maintenance Assessment District

Certifications
Fiscal Year 2018-19

1. I, the Secretary of the Board of Trustees of the Mendocino Unified School District, hereby certify that the foregoing Assessment with the diagram was filed with me on May 17, 2018.



Superintendent / Secretary of the Board of Trustees

2. I, the Secretary of the Board of Trustees of the Mendocino Unified School District, hereby certify that the foregoing Assessment was approved and confirmed by the Board of Trustees of the Mendocino Unified School District on June 21, 2018 by Resolution 2018-10.



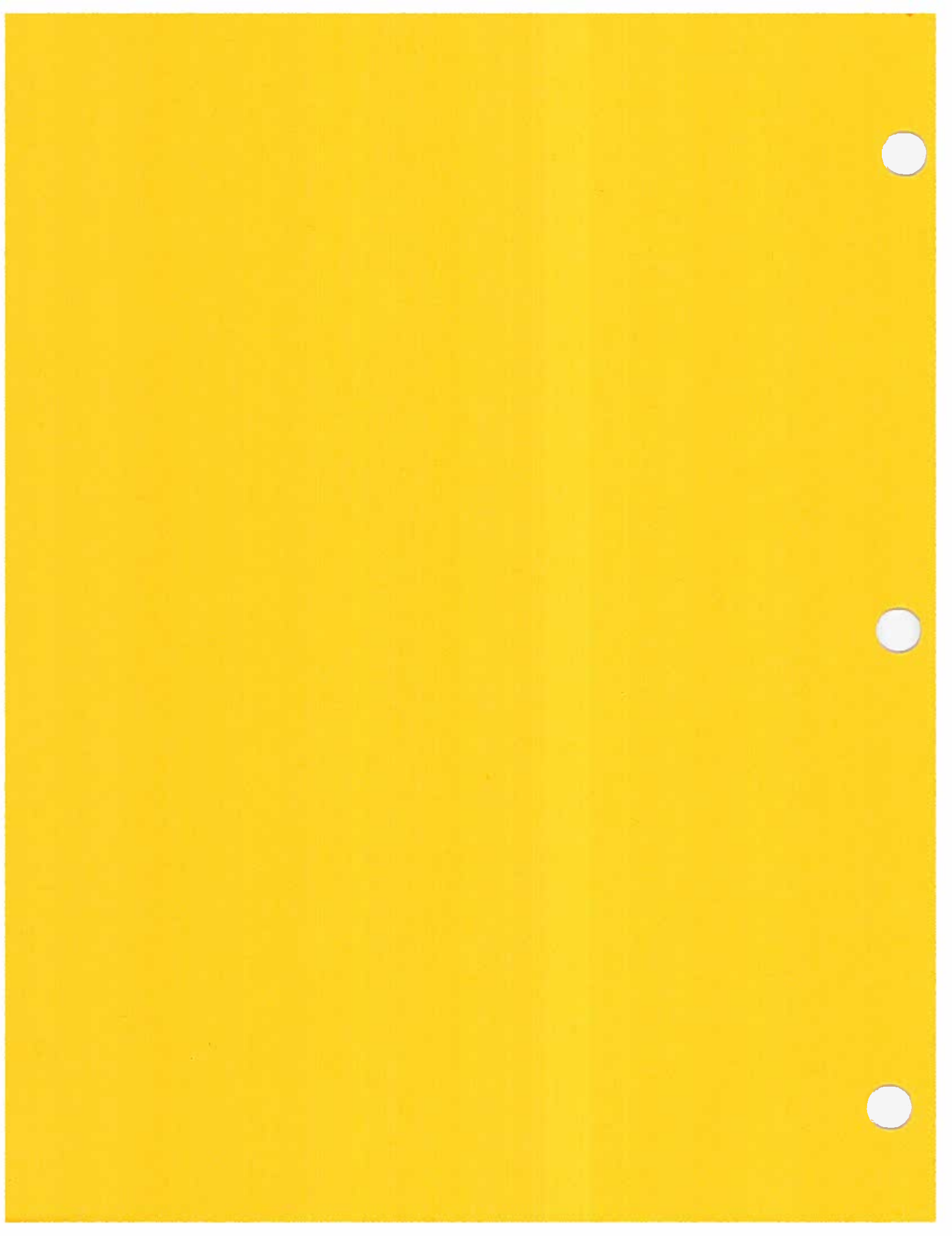
Superintendent / Secretary of the Board of Trustees

3. I, the Secretary of the Board of Trustees of the Mendocino Unified School District, hereby certify that a certified copy of the assessment and diagram was filed in the Office of the County Auditor of the County of Mendocino, California, on June 22, 2018.



Superintendent / Secretary of the Board of Trustees





MENDOCINO UNIFIED SCHOOL DISTRICT
AUTHORIZATION FOR 2017/18 INTERFUND TRANSFERS
RESOLUTION #2018-11

WHEREAS, the MENDOCINO UNIFIED SCHOOL DISTRICT will need to transfer money between funds;

WHEREAS the MENDOCINO SCHOOL DISTRICT has the need to transfer revenues and expenditures between funds;

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of the MENDOCINO SCHOOL DISTRICT authorizes the Chief Business Official or Superintendent to make such transfers as may be needed.

PASSED AND ADOPTED THIS 21st day of June, 2018, by the Board of Trustees of the Mendocino Unified SCHOOL DISTRICT by the following vote:

The foregoing resolution was adopted at a duly-called meeting by the Board of Trustees of the Mendocino Unified School District on **June 21, 2018** by the following vote:

President Michael Schaeffer _____
Clerk Mark Morton _____
Trustee Jessica Grinberg _____
Trustee Windspirit Aum _____
Trustee Jim Gay _____

I, Mark Morton, Clerk of the Board of Trustees of the Mendocino Unified School District, do hereby certify that the foregoing resolution was regularly introduced, passed, and adopted by the Board of Trustees at its meeting held on **June 21, 2018**.

Mark Morton, Clerk
Board of Trustees
Mendocino Unified School District
Mendocino County, California

Michael Schaeffer, President
Board of Trustees

Resolution 2018 - 12
Mendocino Unified School District
Mendocino, California
Mendocino County, California

RESOLUTIONS REGARDING AUTHORIZATION FOR INTERFUND TEMPORARY
CASH TRANSFERS AT THE CLOSE OF THE YEAR

WHEREAS, The Mendocino Unified School District General Fund or other funds may experience temporary cash flow needs;

WHEREAS, Mendocino Unified School District has other funds available to provide temporary transfers to the General Fund or other funds;

WHEREAS, *Education Code Section 42603* states "the governing board of any school district may direct that moneys held in any fund or account may be temporarily transferred to another fund or account of the district for payment of obligations. The transfer shall be accounted for as temporary borrowing between funds or accounts and shall not be available for appropriation or be considered income to the borrowing fund or account. Amounts transferred shall be repaid either in the same fiscal year or in the following fiscal year if the transfer takes place within the final 120 calendar days of the fiscal year. Borrowing shall occur only when the fund or account receiving the money will earn sufficient income, during the current fiscal year, to repay the amount transferred. No more than 75 percent of the maximum of monies held in any fund or account during the current fiscal year may be transferred."

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of the Mendocino Unified School District authorizes such transfers as may be needed to facilitate cash flow.

PASSED AND ADOPTED THIS June 21, 2018, by the Board of Trustees of the Mendocino Unified School District by the following vote:

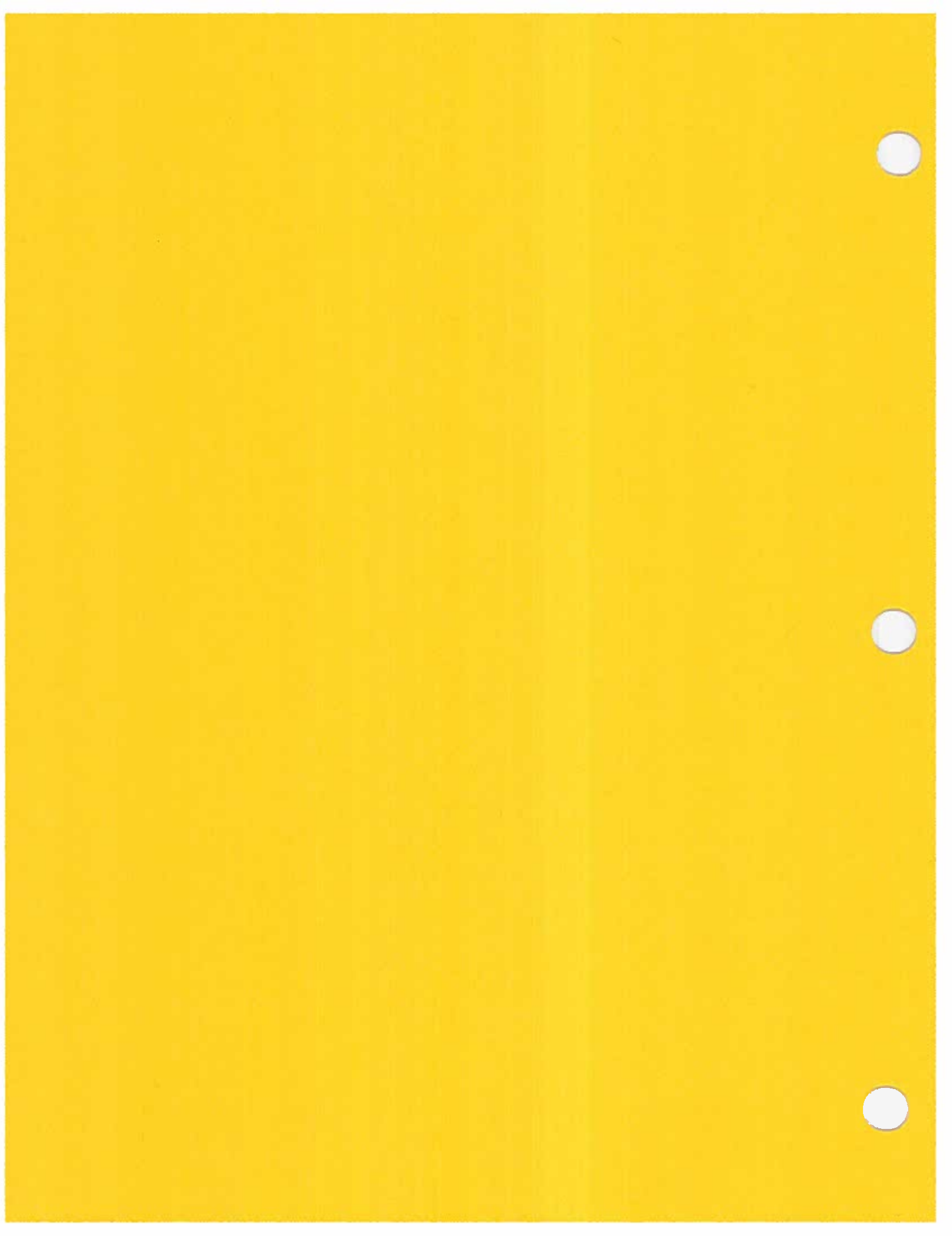
President	Michael Schaeffer	_____
Clerk	Mark Morton	_____
Member	Jessica Grinberg	_____
Member	Windspirit Aum	_____
Member	Jim Gay	_____

I, Mark Morton, Clerk of the Board of Trustees of the MENDOCINO UNIFIED SCHOOL DISTRICT, do hereby certify that the foregoing Resolution was regularly introduced, passed, and adopted by the Board of Trustees at a Regular Board meeting held on **June 21, 2018**.

Mark Morton, Clerk
Board of Trustees
Mendocino Unified School District
Mendocino County, California

Michael Schaeffer, President
Board of Trustees





**BEFORE THE BOARD OF TRUSTEES OF THE
MENDOCINO UNIFIED SCHOOL DISTRICT
MENDOCINO COUNTY, CALIFORNIA**

In the Matter Regarding)
The Educational)
Protection Act)

RESOLUTION NO. 2018-13

WHEREAS, The voters approved Proposition 30 on November 6, 2012; and Proposition 55 on November 8, 2016;

WHEREAS, Proposition 30 added Article XIII, Section 36 to the California Constitution effective November 7, 2012; and Proposition 55 amended Article XIII, Section 36 of California Constitution effective November 8, 2016 and commencing on January 1, 2018;

WHEREAS, the provisions of Article XIII, Section 36(e) create in the state General Fund an Education Protection Account to receive and disburse the revenues derived from the incremental increases in taxes imposed by Article XIII, Section 36(f);

WHEREAS, before June 30th of each year, the Director of Finance shall estimate the total amount of additional revenues, less refunds that will be derived from the incremental increases in tax rates made pursuant to Article XIII, Section 36(f) that will be available for transfer into the Education Protection Account during the next fiscal year;

WHEREAS, the sum determined by the State Controller is positive, the State controller shall transfer the amount calculated into the Education Protection Account within ten days preceding the end of the fiscal year;

WHEREAS, all monies in the Education Protection Account are hereby continuously appropriated for the support of school districts, county offices of education, charter schools and community college districts;

WHEREAS, monies deposited in the Education Protection Account shall not be used to pay any costs incurred by the Legislature, the Governor or any agency of state government;

WHEREAS, a community college district, county office of education, school district, or charter school shall have the sole authority to determine how the monies received from the Education Protection Account are spent in the school or schools within its jurisdiction;

WHEREAS, the governing board of the district shall make the spending determinations with respect to monies received from the Education Protection Account in open session of a public meeting of the governing board;

WHEREAS, the monies received from the Education Protection Account shall not be used for salaries or benefits for administrators or any other administrative cost;

WHEREAS, each community college district, county office of education, school district and charter school shall annually publish on its Internet website an accounting of how much money was received from the Education Protection Account and how that money was spent;

Continued on next page

WHEREAS, the annual independent financial and compliance audit required of community college districts, county offices of education, school districts and charter schools shall ascertain and verify whether the funds provided from the Education Protection Account have been properly disbursed and expended as required by Article XIII, Section 36 of the California Constitution;

WHEREAS, expenses incurred by community college districts, county offices of education, school districts and charter schools to comply with the additional audit requirements of Article XIII, Section 36 may be paid with funding from the Education Protection Act and shall not be considered administrative costs for purposes of Article XIII, Section 36.

NOW, THEREFORE, BE IT RESOLVED:

1. The monies received from the Education Protection Account shall be spent as required by Article XIII, Section 36 and the spending determinations on how the money will be spent shall be made in open session of a public meeting of the governing board of the Mendocino Unified School District on **June 21, 2018**;
2. In compliance with Article XIII, Section 36(e), with the California Constitution, the governing board of the Mendocino Unified School District has determined to spend the monies received from the Education Protection Act as attached.

This resolution was adopted at a duly-called meeting by the Board of Trustees of the Mendocino Unified School District on **June 21, 2018** by the following vote:

President	Michael Schaeffer	_____
Clerk	Mark Morton	_____
Member	Jessica Grinberg	_____
Member	Windspirit Aum	_____
Member	Jim Gay	_____

I, Mark Morton, Clerk of the Board of Trustees of the Mendocino Unified School District, do hereby certify that the foregoing resolution was regularly introduced, passed, and adopted by the Board of Trustees at its meeting held on **June 21, 2018**.

Mark Morton, Clerk
Board of Trustees
Mendocino Unified School District
Mendocino County, California

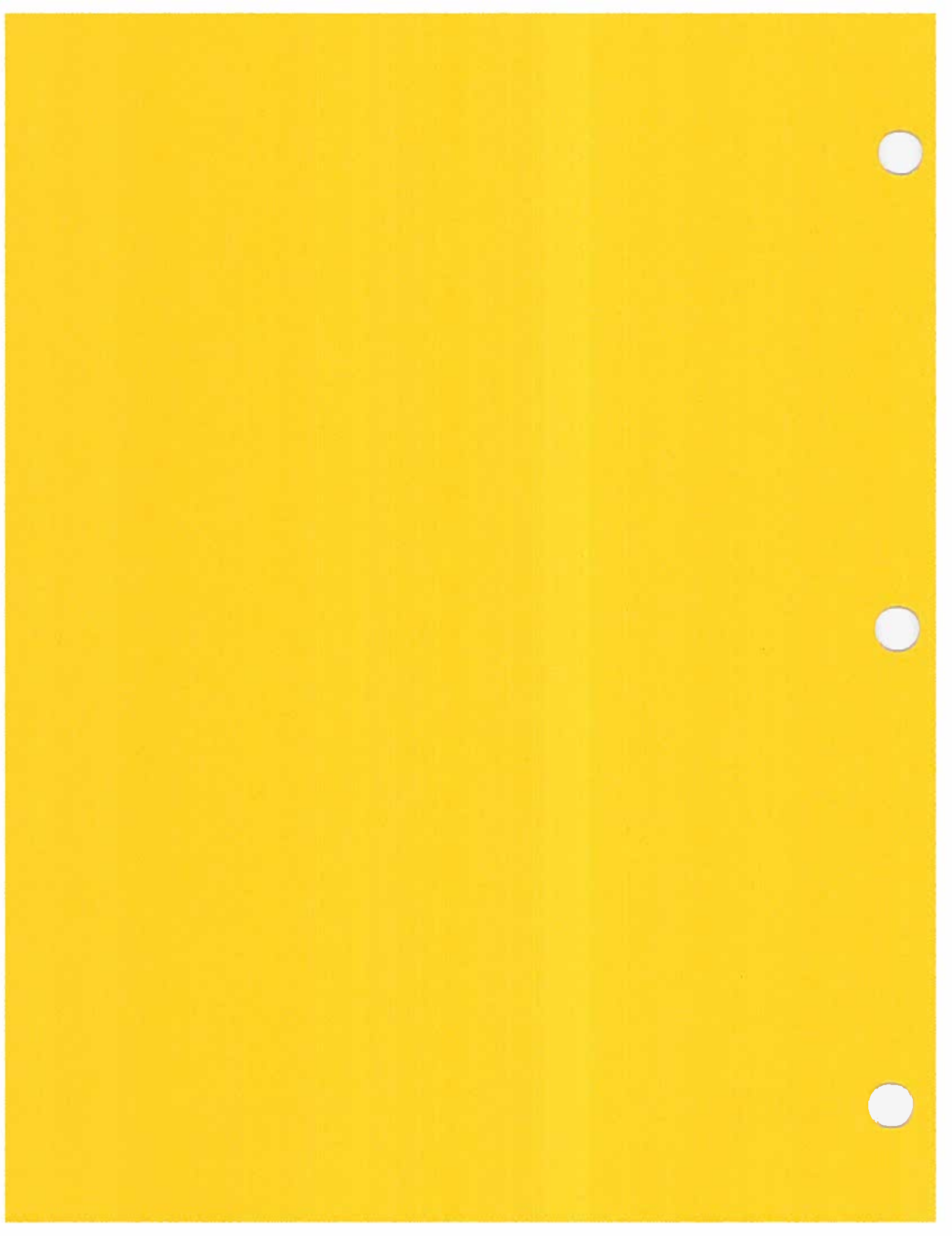
Michael Schaeffer, President
Board of Trustees

2018-19 Education Protection Account
Program by Resource Report
Expenditures by Function - Detail

Expenditures through: June 30, 2018
For Fund 01, Resource 1400 Education Protection Account

Description	Object Codes	Amount
AMOUNT AVAILABLE FOR THIS FISCAL YEAR		
Adjusted Beginning Fund Balance	9791-9795	0.00
Revenue Limit Sources	8010-8099	93,400.00
Federal Revenue	8100-8299	0.00
Other State Revenue	8300-8599	0.00
Other Local Revenue	8600-8799	0.00
All Other Financing Sources and Contributions	8900-8999	0.00
Deferred Revenue	9650	0.00
TOTAL AVAILABLE		93,400.00
EXPENDITURES AND OTHER FINANCING USES		
(Objects 1000-7999)		
Instruction	1000-1999	93,400.00
Instruction-Related Services		
Instructional Supervision and Administration	2100-2150	0.00
AU of a Multidistrict SELPA	2200	0.00
Instructional Library, Media, and Technology	2420	0.00
Other Instructional Resources	2490-2495	0.00
School Administration	2700	0.00
Pupil Services		
Guidance and Counseling Services	3110	0.00
Psychological Services	3120	0.00
Attendance and Social Work Services	3130	0.00
Health Services	3140	0.00
Speech Pathology and Audiology Services	3150	0.00
Pupil Testing Services	3160	0.00
Pupil Transportation	3600	0.00
Food Services	3700	0.00
Other Pupil Services	3900	0.00
Ancillary Services	4000-4999	0.00
Community Services	5000-5999	0.00
Enterprise	6000-6999	0.00
General Administration	7000-7999	0.00
Plant Services	8000-8999	0.00
Other Outgo	9000-9999	0.00
TOTAL EXPENDITURES AND OTHER FINANCING USES		93,400.00
BALANCE (Total Available minus Total Expenditures and Other Financing Uses)		0.00





**Resolution 2018-14
Mendocino Unified School District
Mendocino, California
Mendocino County, California**

Resolution for School Bus Replacement Program

WHEREAS, the California Energy Commission's School Bus Replacement Program provides grant funding to public school districts and county offices of education to replace old diesel school buses; and

WHEREAS, the Mendocino Unified School District authorizes Jason Morse, Superintendent, to apply for school bus grant funding from the California Energy Commission to replace an old school bus.

BE IT ALSO RESOLVED, that if recommended for funding by the California Energy Commission, the Mendocino Unified School Board authorizes Mendocino Unified School District to accept a grant for a school bus replacement and vehicle infrastructure.

BE IT FURTHER RESOLVED, that Jason Morse, District Superintendent is hereby authorized and empowered to execute in the name of Mendocino Unified School District all necessary documents to implement and carry out the purpose of this resolution, and to undertake all actions necessary to undertake and complete the project.

On motion of _____, Seconded by _____ This resolution was adopted at a duly-called meeting by the Board of Trustees of the Mendocino Unified School District on **June 21, 2018** by the following vote:

President	Michael Schaeffer	_____
Clerk	Mark Morton	_____
Member	Jessica Grinberg	_____
Member	Windspirit Aum	_____
Member	Jim Gay	_____

I, Mark Morton, Clerk of the Board of Trustees of the Mendocino Unified School District, do hereby certify that the foregoing resolution was regularly introduced, passed, and adopted by the Board of Trustees at its meeting held on **June 21, 2018**.

Mark Morton, Clerk
Board of Trustees
Mendocino Unified School District
Mendocino County, California

Michael Schaeffer, President
Board of Trustees

Resolution 2018-15
Mendocino Unified School District
Mendocino, California
Mendocino County, California

Resolution Authorizing Participation in the Rural School Bus Pilot Project

WHEREAS, on June 21, 2018, the Board of Directors of the Mendocino Unified School District met in regular session; and

WHEREAS, California Climate Investments are funded by the State proceeds from Cap-and-Trade auctions. These funds provide an opportunity for the State to invest in projects that help achieve our climate goals and provide benefits to disadvantaged communities; and

WHEREAS, the California Air Resources Board (CARB) created the Rural School Bus Pilot Project (RSBPP), and has allocated funding from the California Climate Investments; and

WHEREAS, the North Coast Unified Air Quality Management District (NCUAQMD) has been selected to administer the RSBPP on behalf of CARB; and

WHEREAS, the NCUAQMD requires the submission of information, on standardized forms (application forms), to determine eligibility and to rank proposed projects; and

WHEREAS, if selected to receive funding, in order to participate in the RSBPP, the grantee is required to enter into an agreement with the NCUAQMD wherein the fulfillment of terms and conditions is required in order to receive the funding.

NOW THEREFORE, BE IT RESOLVED, that that the Board of Directors of the Mendocino Unified School District authorizes the submission of applications for Rural School Bus Pilot Project grants; and

BE IT FURTHER RESOLVED, that Jason Morse, District Superintendent, is authorized to implement and administer the grant program.

On motion of _____, Seconded by _____, the foregoing resolution is hereby PASSED and ADOPTED BY the Mendocino Unified School District Governing Board on the 21st day of June, 2018 by the following votes:

President	Michael Schaeffer	_____
Clerk	Mark Morton	_____
Member	Jessica Grinberg	_____
Member	Windspirit Aum	_____
Member	Jim Gay	_____

(continues on next page)

(Continues from Page 1)

I, Mark Morton, Clerk of the Board of Trustees of the Mendocino Unified School District, do hereby certify that the foregoing resolution was regularly introduced, passed, and adopted by the Board of Trustees at its meeting held on **June 21, 2018**.

Mark Morton, Clerk
Board of Trustees
Mendocino Unified School District
Mendocino County, California

Michael Schaeffer, President
Board of Trustees





Resolution 2018-16
Mendocino Unified School District
Mendocino, California
Mendocino County, California

Resolution Calling for Full and Fair Funding of California's Public Schools

WHEREAS, California has the sixth largest economy in the world, and the largest Gross Domestic Product (GDP) of any state in the nation; and

WHEREAS, despite California's leadership in the global economy, the state falls in the nation's bottom quintile on nearly every measure of public K-12 school funding and school staffing; and

WHEREAS, California ranks 45th nationally in the percentage of taxable income spent on education, 41st in per-pupil funding, 45th in pupil-teacher ratios and 48th in pupil-staff ratios; and

WHEREAS, K-12 school funding has not substantially increased, on an inflation-adjusted basis, for more than a decade; and

WHEREAS, under the Local Control Funding Formula (LCFF), state funding for K-12 schools has only this year recently returned to levels predating the Great Recession of 2007; and

WHEREAS, the modest revenue increases since the implementation of LCFF have been eroded by rapidly increasing costs for health care, pensions, transportation and utilities; and

WHEREAS, 58 percent of California's public school students are eligible for free and reduced-price lunch — 13 percent above the national average — and 23 percent of California students are English learners, more than twice the national average; and

WHEREAS, California's investment in public schools is out of alignment with its wealth, its ambitions, its demographics and the demands of a 21st-century education; and

WHEREAS, in 2007, a bipartisan group of California leaders commissioned a report titled *Getting Down to Facts*, which stated it would take an additional \$17 billion annually to meet the State Board of Education achievement targets for K-12 schools; and

WHEREAS, in 2016, a California School Boards Association (CSBA) report, *California's Challenge: Adequately Funding Education in the 21st Century*, updated the *Getting Down to Facts* data and determined that, adjusting for inflation, an additional \$22 billion to \$40 billion annually would be required to provide all public school students with access to a high-quality education; and

WHEREAS, California funds schools at roughly \$1,961 per student less than the national average, which translates to approximately \$3,462 per student when adjusted for California being a high-cost state; and

WHEREAS, California trails the average of the top 10 states by almost \$7,000 in per-pupil funding; and

WHEREAS, in *Robles-Wong v. State of California*, a group of plaintiffs led by CSBA argued that California's school funding system violated Article IX of the State Constitution by denying all students access to an education that prepares them for economic security and full participation in our democratic institutions; and

WHEREAS, the California Supreme Court declined to hear the case by a 4-3 margin, prompting Justice Goodwin H. Liu to write: "It is regrettable that this court, having recognized education as a fundamental right in a landmark decision 45 years ago [*Serrano v. Priest* (1971) 5 Cal.3d 584], should now decline to address the substantive meaning of that right."; and

WHEREAS, in order to prepare our students for participation in a democratic society and an increasingly competitive, technology-driven global economy, California must fund schools at a level sufficient to support student success; and

WHEREAS, despite its vast wealth, California has consistently underfunded public education while widening its scope, adding new requirements and raising standards without providing appropriate resources to prepare all students for college, career and civic life; and

WHEREAS, if California is to close opportunity and achievement gaps and create a public school system that offers consistently high levels of education, the State must provide schools with the resources to meet the needs of their specific populations;

NOW, THEREFORE BE IT RESOLVED, that the governing board of the Mendocino Unified School District urges the State Legislature to fund California public schools at the national average or higher by the year 2020, and at a level that is equal to or above the average of the top 10 states nationally by 2025 and to maintain, at a minimum, this level of funding until otherwise decreed.

Adopted this 21st day of the month of June in 2018.

Motion made by: _____

Second made by: _____

List members voting "aye:" _____

List members voting "no:" _____

List members abstaining: _____

List members not present: _____

The foregoing resolution was adopted at a duly-called meeting by the Board of Trustees of the Mendocino Unified School District on **June 21, 2018**.

I, Mark Morton, Clerk of the Board of Trustees of the Mendocino Unified School District, do hereby certify that the foregoing resolution was regularly introduced, passed, and adopted by the Board of Trustees at its meeting held on **June 21, 2018**.

Mark Morton, Clerk
Board of Trustees
Mendocino Unified School District
Mendocino County, California

Michael Schaeffer, President
Board of Trustees





Mendocino Unified School District

Bylaws of the Board

Board Bylaw 9100

Bylaw adopted by Board 10/17/02; Under Revision
5/17/18

Organization

Annual Organizational Meeting The Board shall hold an annual organizational meeting within the time limits prescribed by law. (Education Code 35143)

At this meeting the Board shall:

1. Elect a president if necessary and elect a clerk and/or vice president from its members.
2. Appoint a secretary to the Board.
3. Authorize signatures.
4. Develop a schedule of regular meetings for the year.
5. Develop a Board calendar for the year.
6. Designate Board representatives to the negotiating teams and to various committees.

~~**Election of Clerk:** The Board shall each year elect one of its members to be clerk. After serving one year as clerk, the elected member may serve one year as president of the Board.~~

Election of Officers: The Board shall each year elect one of its members to be clerk. This member shall be one who previously has not served in office, unless all of the Board's members have previously served in office. After serving one year as clerk, the elected member may will serve one year as president of the Board unless he/she declines.

When the only members who have not served as officers are new to the Board, the Board may elect as clerk a Board member who has served in office.

No member is obligated to serve as an officer on the Board. If a member chooses not to fulfill the clerk or president position, the Board will nominate and elect a trustee to fill the seat.

Legal Reference:

Education Code

5017 Term of Office

35143 Annual organizational meeting

35145 Public meetings

Government Code

54953 Meetings to be open and public; attendance

Attorney General Opinions

68 OPS. CAL. ATTY.GEN 65 (1985)

59 OPS. CAL. ATTY.GEN 619 (1976)

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