

AGENDA FOR THE MEETING OF THE GOVERNING BOARD OF  
THE SIERRA-PLUMAS JOINT UNIFIED SCHOOL DISTRICT

November 10, 2020

**5:00pm CLOSED Session**

Regular Session immediately follows the 6:00pm meeting of the Sierra County Board of Education

*In accordance with the Governor's Executive Order pertaining to the convening of public meetings in response to the COVID-19 pandemic, the Governing Board of the Sierra-Plumas Joint Unified School District will hold meetings via Zoom Videoconferencing.*

Zoom link: <https://us02web.zoom.us/j/85435015699>

Phone dial-in: 669-900-9128

Webinar ID: 854 3501 5699

*Any individual who requires disability-related accommodations or modifications including auxiliary aids and services in order to participate in the Board meeting should contact the Superintendent or designee in writing. Public inspection of agenda documents that are distributed to the Board less than 72 hours before the meeting, will be made available at Sierra County Office of Education, Room 3, 109 Beckwith Road, Loyalton, CA, 96118, and posted with the online agenda at <http://www.sierracountyofficeofeducation.org> (Government Code 54957.5).*

A. CALL TO ORDER

*Please be advised that this meeting will be recorded.*

B. ROLL CALL

C. APPROVAL OF AGENDA

D. PUBLIC COMMENT FOR CLOSED SESSION

At this time, the meeting opens for any public comments regarding the Closed Session items.

E. CLOSED SESSION

The Board of Trustees, Superintendent James Berardi and Business Manager Nona Griesert will move into Closed Session to discuss the following item(s):

1. Government Code 54956.8

CONFERENCE WITH REAL PROPERTY NEGOTIATORS

Property: Sierraville School, 305 South Lincoln St, Sierraville CA 96126 (015-080-006)

Agency Negotiator: Tim Beals

Negotiating Party: Sierra County Board of Supervisors

Under Negotiation: Terms of Payment

F. RETURN TO OPEN SESSION and ADJOURN FOR BREAK

G. 6:00PM – RECONVENE

H. REPORT OUT FROM CLOSED SESSION

I. RECESS TO THE SIERRA COUNTY BOARD OF EDUCATION MEETING

J. RECONVENE THE SIERRA-PLUMAS JOINT UNIFIED SCHOOL DISTRICT GOVERNING BOARD MEETING

K. INFORMATION/DISCUSSION ITEMS

1. Superintendent's Report

a. Downieville Update

b. Electric Bus Update

c. Classified Salary Schedules change again January 2021 with minimum wage increase to \$14/hour

d. Most Recent Inter-District Variance Requests (see table below)

New/Renewal	School Year	Grade Entering	District of Residence	Receiving District	Reason Given by Requestor	Backup Documentation Received?
Renewal	2020-21	3	Camptonville	SPJUSD	Proximity to school/already enrolled	n/a
Renewal	2020-21	5	Camptonville	SPJUSD	Proximity to school/already enrolled	n/a
Renewal	2020-21	8	Camptonville	SPJUSD	Proximity to school/already enrolled	n/a
New	2020-21	K	SPJUSD	Twin Ridges ESD	Distance Learning option available	n/a

2. Business Report
  - a. Account Object Summary-Balance from 07/01/2020 to 10/31/2020\*\*
  - b. Second Month Enrollments for the 2020-2021 School Year\*\*
3. Staff Reports (5 minutes)
4. SPTA Report (5 minutes)
5. Board Member Reports (5 minutes)
6. Public Comment – This is an opportunity for members of the public to directly address the governing board on any item of interest that is within the subject matter jurisdiction of the governing board whether or not it is listed on the agenda. Three (3) minutes may be allotted to each speaker and a maximum of twenty (20) minutes to each subject matter. (Education Code 35145.5; Bylaw 9322; Government Code 54954.3)

L. CONSENT CALENDAR

1. Approval of minutes for the Regular Board Meeting held October 13, 2020\*\*
2. Approval of Board Report-Checks Dated 10/01/2020 through 10/31/2020\*\*
3. Approval of Assignment of Sheri Roen, Loyalton High School, 2020-2021 Softball Coach
4. Approval of Assignment of Kelly Champion, Loyalton High School, 2020-2021 JV Girls Basketball Coach
5. Approval of Assignment of Cali Griffin, Loyalton High School, 2020-2021 WASC Lead

M. ACTION ITEMS

1. Old Business
  - a. Adoption of Resolution No. 20-015D, Sufficiency of Textbooks or Instructional Materials\*\*  
ROLL CALL VOTE
2. New Business
  - a. Approval of new Job Description and Salary Schedule for Bilingual Parent Liaison/ELPAC Coordinator\*\*
  - b. Approval of .26 FTE Math/Elective Teacher, Downieville

BOARD POLICIES, ADMINISTRATIVE REGULATIONS, EXHIBITS, BOARD BYLAWS


- c. 5141.22—Infectious Disease
  1. Board Policy, *revisions*^^
  2. Administrative Regulation, *NEW*^^
- d. 5145.3—Nondiscrimination/Harassment
  1. Administrative Regulation, *revisions*^^

- e. 5145.6—Parental Notifications
  - 1. Board Policy, *revisions*^^
  - 2. Exhibit, *revisions*^^
- f. 5145.7—Sexual Harassment
  - 1. Board Policy, *revisions*^^
  - 2. Administrative Regulation, *revisions*^^
- g. 5145.71—Title IX Sexual Harassment Complaint Procedures
  - 1. Administrative Regulation, *NEW*^^
  - 2. Exhibit, *NEW*^^

N. ADVANCED PLANNING

- 1. Next Regular Board Meetings will be held on December 14, 2020 beginning with Closed Session as needed at 5:00pm and the Regular Board Meetings at 6:00pm.  
\*\*\*\**Location to be determined*\*\*\*\*
- 2. Suggested Agenda Items

O. ADJOURN



James Berardi, Superintendent

- \*\* enclosed
- \* handout
- ^^ County agenda backup

Balances through October						Fiscal Year 2020/21
Object	Description	Adopted Budget	Revised Budget	Encumbered	Expenditure	Account Balance
<b>Fund 01 - General FD</b>						
1100	Teachers Salaries	1,923,762.00	1,923,762.00	1,356,954.16	380,447.78	186,360.06
1105	Per Diem - Same Day Travel	100.00	100.00			100.00
1115	Extra Duty Hourly	20,000.00	20,000.00		630.00	19,370.00
1120	Certificated Substitutes	70,210.00	70,210.00		3,150.00	67,060.00
1300	Certificated Superv/Admin Sala	240,224.00	240,224.00	160,149.04	80,074.52	.44
1310	Teacher In Charge/Head Teacher	14,000.00	14,000.00			14,000.00
	<b>Total for Object 1000</b>	<b>2,268,296.00</b>	<b>2,268,296.00</b>	<b>1,517,103.20</b>	<b>464,302.30</b>	<b>286,890.50</b>
2100	Instructional Aides Salaries	74,744.00	74,744.00	31,403.59	34,057.91	9,282.50
2115	Inst. Aide Extra Duty	1,700.00	1,700.00		632.46	1,067.54
2120	Instructional Aides Substitute	17,500.00	17,500.00		1,335.62	16,164.38
2200	Classified Support Salaries	354,957.00	354,957.00	183,036.22	96,592.04	75,328.74
2201	Bus Driver	70,350.00	70,350.00	30,495.98	7,905.15	31,948.87
2215	Classified Extra Duty	10,000.00	10,000.00		2,747.47	7,252.53
2220	Classified Support Substitute	35,000.00	35,000.00		6,917.83	28,082.17
2300	Classified Sup/Admin Salaries	96,935.00	96,935.00	62,823.36	32,446.68	1,664.96
2400	Clerical & Office Salaries	150,462.00	150,462.00	103,328.41	40,496.07	6,637.52
2420	Clerical & Office Sub Salaries	5,000.00	5,000.00		24.42	4,975.58
2900	Other Classified Salaries	3,963.00	3,963.00		604.50	3,358.50
2915	Other Classified Extra Duty				32.50	32.50
	<b>Total for Object 2000</b>	<b>820,611.00</b>	<b>820,611.00</b>	<b>411,087.56</b>	<b>223,792.65</b>	<b>185,730.79</b>
3101	State Teachers Retirement Syst	562,924.00	562,924.00	238,803.28	72,887.80	251,232.92
3102	State Teachers Retirement Syst	8,476.00	8,476.00		48.79	8,427.21
3201	Public Employees Retirement Sy	1,000.00	1,000.00		49.68	950.32
3202	Public Employees Retirement Sy	194,136.00	194,136.00	81,329.92	41,868.65	70,937.43
3311	OASDI-Certificated Positions	1,890.00	1,890.00		72.54	1,817.46
3312	OASDI-Classified Positions	49,100.00	49,100.00	24,181.33	13,226.59	11,692.08
3321	Medicare-Certificated Position	30,219.00	30,219.00	19,867.12	6,188.78	4,163.10
3322	Medicare-Classified Positions	11,500.00	11,500.00	5,655.33	3,105.58	2,739.09
3401	Health & Welfare -Certificated	504,590.00	504,590.00	361,081.44	95,613.20	47,895.36
3402	Health & Welfare-Classified Po	184,600.00	184,600.00	133,727.28	62,498.30	11,625.58
3501	State Unemployment Insurance-C	1,137.00	1,137.00	758.88	232.78	145.34
3502	State Unemployment Insurance-	408.00	408.00	205.47	111.77	90.76
3601	Workers' Compensation Insuranc	70,008.00	70,008.00	48,975.92	15,130.29	5,901.79
3602	Workers' Compensation Insuranc	25,423.00	25,423.00	13,173.37	7,228.90	5,020.73
3901	Other Benefits, Certificated P	17,536.00	17,536.00		9,885.00	7,651.00
	<b>Total for Object 3000</b>	<b>1,662,947.00</b>	<b>1,662,947.00</b>	<b>927,759.34</b>	<b>328,148.65</b>	<b>407,039.01</b>

Selection Filtered by User Permissions, (Org = 6, Online/Offline = N, Fiscal Year = 2021, Period = 4, Unposted JEs? = N, Assets and Liabilities? = N, Restricted Accts? = Y, Object = 1-7, SACS Fund? = N, Fund Page Break? = N, Obj Lvl = 4, Obj Digits = 1, Page Break? = N)

ESCAPE ONLINE

Balances through October						Fiscal Year 2020/21
Object	Description	Adopted Budget	Revised Budget	Encumbered	Expenditure	Account Balance
<b>Fund 01 - General FD (continued)</b>						
4100	Textbooks	142,102.00	117,102.00	6,724.31	5,851.48	104,526.21
4200	Books Other Than Textbooks	750.00	750.00			750.00
4300	Class Mat'l and Supplies	56,170.00	56,170.00	6,316.26	18,271.75	31,581.99
4301	Class Consumable Mat'l	11,525.00	11,525.00	518.21	192.99	10,813.80
4302	Class Paper/Toner	12,000.00	12,000.00	1,794.49	3,721.76	6,483.75
4305	Other Student M&S	27,190.00	27,190.00	6,917.19	10,000.00	10,272.81
4320	Custodial Grounds Supplies	29,550.00	54,550.00	20,274.43	36,610.58	2,335.01-
4330	Office Supplies	15,500.00	15,500.00	2,496.37	2,151.49	10,852.14
4350	Vehicle Maint. M&S	44,376.00	44,376.00	4,664.10	192.36	39,519.54
4351	Vehicle FUEL	29,025.00	29,025.00	25,201.66	2,148.70	1,674.64
4400	Non-Capital Equipment (Up to \$	89,883.00	89,883.00	5,449.36	3,004.48	81,429.16
	<b>Total for Object 4000</b>	<b>458,071.00</b>	<b>458,071.00</b>	<b>80,356.38</b>	<b>82,145.59</b>	<b>295,569.03</b>
5100	Subagreement for Services	199,912.00	199,912.00	160,000.00		39,912.00
5200	Travel & Conferences	41,684.00	41,684.00	4,102.79	2,407.46	35,173.75
5300	Dues & Membership	10,380.00	10,380.00	2,378.77	7,898.00	103.23
5400	Insurance-Fire, liability, etc	75,080.00	105,080.00		100,452.40	4,627.60
5510	Power	88,500.00	89,000.00	73,085.53	15,878.09	36.38
5520	Garbage	4,450.00	4,450.00	3,972.50	396.70	80.80
5530	Water	54,350.00	55,100.00	41,689.68	13,310.32	100.00
5540	Propane	59,125.00	59,125.00	58,640.33	484.67	.00
5590	Miscellaneous Utilities	15,000.00	15,000.00			15,000.00
5600	Rentals, Leases & Repairs	80,850.00	80,850.00	21,134.75	5,155.85	54,559.40
5800	Services & Operating Expense	4,000.00	4,000.00		900.00-	4,900.00
5810	Legal Expenses	20,000.00	20,000.00	5,000.00		15,000.00
5812	Board Election Expense	2,500.00	2,500.00			2,500.00
5840	Audit Expense	13,785.00	13,785.00	13,785.00		.00
5860	Solid Waste Tax	14,000.00	14,000.00	14,000.00		.00
5890	Contracts/Service	577,576.00	546,326.00	445,249.01	45,152.37	55,924.62
5899	SCOE Interagency Reimburse			7,569.29	8,115.22	15,684.51-
5900	Communications	3,000.00	3,000.00		1,800.00	1,200.00
5910	Telephone-Monthly Service	11,000.00	11,000.00	8,127.95	2,439.55	432.50
5990	Other Communications	500.00	500.00			500.00
	<b>Total for Object 5000</b>	<b>1,275,692.00</b>	<b>1,275,692.00</b>	<b>858,735.60</b>	<b>202,590.63</b>	<b>214,365.77</b>
6170	Land Improvement	31,500.00	31,500.00	46,269.30		14,769.30-
6200	Building & Improvements	10,500.00	10,500.00			10,500.00
6400	Equipment	105,057.00	105,057.00			105,057.00

Selection Filtered by User Permissions, (Org = 6, Online/Offline = N, Fiscal Year = 2021, Period = 4, Unposted JEs? = N, Assets and Liabilities? = N, Restricted Accts? = Y, Object = 1-7, SACS Fund? = N, Fund Page Break? = N, Obj Lvl = 4, Obj Digits = 1, Page Break? = N)

ESCAPE ONLINE

Balances through October						Fiscal Year 2020/21
Object	Description	Adopted Budget	Revised Budget	Encumbered	Expenditure	Account Balance
<b>Fund 01 - General FD (continued)</b>						
6500	Equipment Replacement	71,000.00	71,000.00			71,000.00
6501	Vehicle Replacement	35,000.00	35,000.00			35,000.00
	<b>Total for Object 6000</b>	<b>253,057.00</b>	<b>253,057.00</b>	<b>46,269.30</b>	<b>.00</b>	<b>206,787.70</b>
7110	Out-of-State Tuition	104,450.00	104,450.00	104,450.00		.00
7310	Direct Support/Indirect Costs					.00
7616	Trans fr Gen Fund to Cafeteria	100,704.00	100,704.00			100,704.00
	<b>Total for Object 7000</b>	<b>205,154.00</b>	<b>205,154.00</b>	<b>104,450.00</b>	<b>.00</b>	<b>100,704.00</b>
	<b>Total for Fund 01 and Expense accounts</b>	<b>6,943,828.00</b>	<b>6,943,828.00</b>	<b>3,945,761.38</b>	<b>1,300,979.82</b>	<b>1,697,086.80</b>
<b>Fund 13 - Cafeteria</b>						
2200	Classified Support Salaries	80,599.00	80,599.00	53,747.72	10,976.78	15,874.50
2215	Classified Extra Duty	1,500.00	1,500.00		337.55	1,162.45
2220	Classified Support Substitute	3,000.00	3,000.00			3,000.00
	<b>Total for Object 2000</b>	<b>85,099.00</b>	<b>85,099.00</b>	<b>53,747.72</b>	<b>11,314.33</b>	<b>20,036.95</b>
3202	Public Employees Retirement Sy	19,233.00	19,233.00	10,371.92	2,272.54	6,588.54
3312	OASDI-Classified Positions	5,050.00	5,050.00	3,204.04	689.81	1,156.15
3322	Medicare-Classified Positions	1,181.00	1,181.00	749.30	161.32	270.38
3402	Health & Welfare-Classified Po	24,788.00	24,788.00	14,029.28	1,281.82	9,476.90
3502	State Unemployment Insurance-	42.00	42.00	26.86	5.63	9.51
3602	Workers' Compensation Insuranc	2,611.00	2,611.00	1,745.49	380.85	484.66
	<b>Total for Object 3000</b>	<b>52,905.00</b>	<b>52,905.00</b>	<b>30,126.89</b>	<b>4,791.97</b>	<b>17,986.14</b>
4340	Food Service	10,500.00	10,500.00	4,364.63	1,136.44	4,998.93
4400	Non-Capital Equipment (Up to \$	5,000.00	5,000.00			5,000.00
4700	Food	55,000.00	55,000.00	44,275.62	6,792.04	3,932.34
	<b>Total for Object 4000</b>	<b>70,500.00</b>	<b>70,500.00</b>	<b>48,640.25</b>	<b>7,928.48</b>	<b>13,931.27</b>
5200	Travel & Conferences	1,000.00	1,000.00			1,000.00
5600	Rentals, Leases & Repairs	5,000.00	5,000.00	1,647.22	395.00	2,957.78
5800	Services & Operating Expense	750.00	750.00	392.92		357.08
5890	Contracts/Servic	500.00	500.00		406.00	94.00
5900	Communications	450.00	450.00			450.00
	<b>Total for Object 5000</b>	<b>7,700.00</b>	<b>7,700.00</b>	<b>2,040.14</b>	<b>801.00</b>	<b>4,858.86</b>
	<b>Total for Fund 13 and Expense accounts</b>	<b>216,204.00</b>	<b>216,204.00</b>	<b>134,555.00</b>	<b>24,835.78</b>	<b>56,813.22</b>
<b>Fund 73 - Bechen</b>						
5800	Services & Operating Expense	15,000.00	15,000.00			15,000.00

Balances through October						Fiscal Year 2020/21
Object	Description	Adopted Budget	Revised Budget	Encumbered	Expenditure	Account Balance
	Total for Fund 73, Expense accounts and Object 5000	15,000.00	15,000.00	.00	.00	15,000.00
	Total for Org 006 - Sierra-Plumas Joint Unified School District	<u>7,175,032.00</u>	<u>7,175,032.00</u>	<u>4,080,316.38</u>	<u>1,325,815.60</u>	<u>1,768,900.02</u>

# ENROLLMENT BY SCHOOL MONTH - 2020-2021

\*\*As of 10/30/20\*\*

		Downieville Elementary	Loyalton Elementary	Downieville Jr High	Loyalton Jr High	Downieville Sr High	Loyalton Sr High	Sierra Pass Continuation	Long-Term ISP/SDC	TOTAL
<b>Ending 2019-2020</b>		33	201	7	60	22	111	1	included in site #	435
<b>1st Day 2020-2021</b>	9/8/2020	22	181	13	51	16	109	1	included in site #	393

	Month									
<b>September</b>	1	21	186	13	52	16	106	4	included in site #	398
09/08/20-10/02/20										
<b>October</b>	2	21	189	13	52	16	108	4	included in site #	403
10/05/20-10/30/20										
<b>November</b>	3								included in site #	0
11/02/20-11/25/20										
<b>December</b>	4								included in site #	0
11/30/20-01/08/21										
<b>January</b>	5								included in site #	0
01/11/21-02/05/21										
<b>February</b>	6								included in site #	0
02/09/21-03/05/21										
<b>March</b>	7								included in site #	0
03/08/21-04/01/21										
<b>April</b>	8								included in site #	0
04/12/21-04/30-21										
<b>May</b>	9								included in site #	0
05/03/21-05/27/21										
<b>June</b>	10								included in site #	0
06/01/21-06/18/21										

2019-2020	SPJUSD	SCOE	Washoe
P1 ADA	410.52	5.54	18.74
P2 ADA	409.30	5.07	15.36
Annual	409.30	5.07	15.36

Long-Term ISP	
DES	2
LES	13
DHS	0
LHS	8

2018-2019	SPJUSD	SCOE	Washoe
P1 ADA	394.66	0.88	14.37
P2 ADA	396.41	2.15	12.27
Annual	396.43	3.46	12.53



MINUTES FOR THE REGULAR MEETING OF THE GOVERNING BOARD OF THE  
SIERRA-PLUMAS JOINT UNIFIED SCHOOL DISTRICT  
October 13, 2020

*In accordance with the Governor's Executive Order pertaining to the convening of public meetings in response to the COVID-19 pandemic, the Governing Board of the Sierra-Plumas Joint Unified School District held these meetings via Zoom Videoconferencing for the public.*

6:00pm Regular Session

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A. CALL TO ORDER

President MIKE MOORE called the meeting to order at 6:00pm.

B. ROLL CALL

PRESENT: Mike Moore, President  
Jenny Gant, Vice President  
Allen Wright, Clerk  
Nicole Stannard, Member  
Patty Hall, Member

ABSENT: None

C. APPROVAL OF AGENDA

*WRIGHT motioned to approve agenda with addition of Flag Salute following Approval of Agenda. Second by GANT.*  
5/0

D. FLAG SALUTE

~~D~~.E. BOARD ORGANIZATION

*BERARDI: Recommending this action be tabled and wait until the seat is made vacant in December due to legal/conflict-of-interest concerns considering one of the candidates listed tonight is a current sitting Board Member.*

*MOORE: Poses potential legal issues when considering the California Fair Political Practices Act.*

**\*\*NO ACTION ON 1 & 2\*\***

1. Board Trustee, Area 4, Appointment Candidate Interviews
  - a. Nicole Stannard
  - b. Ben Hitchcock
2. Motion to Appoint Candidate  
*\*\*Appointee will be seated at the organization meeting of the board in December as if elected*

~~E~~.F. INFORMATION/DISCUSSION ITEMS

1. Superintendent's Report
  - a. Transportation Update  
*BERARDI: Charging stations on the Loyalton side moving forward. Downieville buses all currently out of commission—using school vans to drive students to and from school until the Downieville buses we are contracted with can get replacements up and running.*
  - b. Reopening Plan for the High School Sites  
*BERARDI: ALL SCHOOL SITES NOW OPEN DISTRICT-WIDE!! Two days in with the Jr/Sr high schools it's going well with current systems in place and adjusting as needed. We are the only district that I'm aware of with both elementary and high schools open.*

- c. Independent Study Program  
*BERARDI: Seeing at least half of the kids on FuelEd (Distance Learning ISP option) wanting to come back to the regular classrooms at LHS.*
- d. Arts in Schools/Grant Match  
*BERARDI: We are matching the grant along with Sierra Schools Foundation and California Arts Council. Funds going a long way. Lindsay McIntosh from Sierra Musica is doing a great job with the music program!*
- e. Donated vans  
*BERARDI: Thank you to the Sierra County Board of Supervisors for the vans! One went to Loyalton and one went to Downieville.*
- f. District Budget Review with SPTA  
*BERARDI: According to the Collective Bargaining Agreement a District committee is supposed to be meeting with SPTA representatives three times each year starting in November. We are honoring that and setting up our first regular meeting next month. Members of the public will have opportunities to be part of budget reviews at other appropriate junctures.*
- g. Most Recent Inter-District Variance Requests

2. Business Report

- a. Letter from California Department of Education, 2020-2021 Budget approved
- b. Account Object Summary-Balance from 07/01/2020 to 09/30/2020
- c. First Day Enrollments for the 2020-2021 School Year
- d. First Month Enrollments for the 2020-2021 School Year
- e. Traditional Long-Term Independent Study Program Enrollments for 2020-2021

	<b>LES</b>		<b>LHS</b>
TK/K	3	7 <sup>th</sup> Grade	--
1 <sup>st</sup> Grade	2	8 <sup>th</sup> Grade	3
2 <sup>nd</sup> Grade	--		
3 <sup>rd</sup> Grade	--	9 <sup>th</sup> Grade	3
4 <sup>th</sup> Grade	--	10 <sup>th</sup> Grade	--
5 <sup>th</sup> Grade	2	11 <sup>th</sup> Grade	3
6 <sup>th</sup> Grade	3	12 <sup>th</sup> Grade	--
Site Total	10		9

3. Staff Reports

LHS—JONES: *Super grateful to everyone involved in helping to get the high schools reopened on Monday! Smooth transition back into the classrooms so far. Everyone is following the plans to ensure we are doing everything we can to keep from going back to the Distance Learning model. Adjusting as needed where we find blips. First Site Council meeting was held last week—parents giving us very helpful feedback. Kudos to the bus drivers and transportation team for working so well with all the adjustments with the high school reopening!*

LES—CERESOLA: *Things are going well going into our sixth week aside from an uptick in strep throat. The staff are staying flexible and making adjustments where and when needed. The Intervention Program is also going very well so far. There is a high need for it, so very grateful to still have it in place!*

DES & DHS—BERARDI: *Intervention Program is definitely benefiting the whole district with the expansion to a district-wide program. The reopening transitions went very smoothly with all the plans laid out. Water issues, bus issues, power outages—and we're still getting kids in the classrooms!*

4. SPTA Report

PRESIDENT—PETTERSON: *In the process of electing the new executive board. All staff and students are doing well with the new norm for this school year—elementary students have made it through five weeks and the high schools were more than ready to open this week. Happy to see budget committee being formed.*

5. Board Members' Report

WRIGHT: *Great to see the changes made to make the in-person learning possible. One district has kids back in classrooms, but they are being monitored by teachers as they work online—the teachers are not actually teaching right now.*

HALL: *Impressed by everything that everyone has accomplished to get all sites opened to in-person learning. Not in the clear entirely, but it's a step in the right direction.*

STANNARD: *Walk through at LES—Can see and feel that the students are well-adjusted to this new norm and happy to be back in the classrooms. Walk through at LHS—They are well prepared for many different scenarios so far.*

MOORE: *Compliments to everyone (parents, staff and students) for working so hard to make it possible to reopen all sites!*

6. Public Comment

JENNA HOLLAND—SSF—*Annual Golf Tournament held this past weekend was a success even with the different event format due to the COVID pandemic. We recently funded an SAT prep workshop put on by Patrick Wilson—offered to high school students for free. Dream Big grant applications are due October 31<sup>st</sup> for Senior Projects.*

F.G. CONSENT CALENDAR

1. Approval of minutes for the Regular Board Meeting held September 08, 2020
2. Approval of Budget Transfers for September 2020
3. Approval of Board Report-Checks Dated 09/01/2020 through 09/30/2020
4. Approval of Quarterly Report on Williams Uniform Complaints for quarter ending 09/30/2020. It is required per Education Code 35186 section (d) that a school district shall report summarized data on the nature and resolution of all complaints on a quarterly basis to the county superintendent of schools and the governing board of the school district.
  - a. No complaints regarding textbooks and instructional materials, teacher vacancy or misassignment or conditions of facilities were filed with Sierra-Plumas Joint Unified School District during the quarter ending 09/30/2020.
5. Authorization for Superintendent to enter into three-year Licensing Agreement with Document Tracking Services, Contract No. 2021-006D

HALL/WRIGHT

5/0

G.H. ACTION ITEMS

1. Old Business
  - a. Proposed comp time for Administrative and Office Staff  
HALL/WRIGHT  
5/0
2. New Business
  - a. Discussion with Sierra County Board of Supervisors regarding future planning for the Sierraville School Site  
*Presentation opened with overview from JAMES BERARDI. This site is not intended to be used as a school site ever again, so do we hold onto it knowing we can't put the proper amount of money into it to maintain and enhance the*

space? Or work out a deal to turn it over to the County with the plans and better means to keep the buildings from deteriorating? The Sierraville School Site means a lot of different things to a lot of different people in the community. Discussion opened with TIM BEALS. Current agreement in place secures grant money from the state. To keep this same agreement would require another 20-year commitment. The District can either extend the Lease-Hold agreement or look at selling the site to Sierra County. The County's preference has always been to acquire the building.

Ad-Hoc Committee formed to begin negotiations with BOS: James Berardi, Nona Griesert, Mike Moore and Nicole Stannard

**PUBLIC HEARING—Textbooks and Instructional Materials**

- b. Public Hearing opened at 7:19pm to receive comments on the sufficiency of textbooks and instructional materials for Kindergarten through 12<sup>th</sup> grade in each subject and to assure that they are aligned with the state standards adopted pursuant to Ed Code 60605 or 60605.8. Also meet the reporting and sufficiency requirements contained in Ed Code 60119. Closed at 7:39pm (comments below).

Emma Shaffer—LES 6<sup>th</sup> Grade Teacher—6th grade does not have current NGSS (Next Generation Science Standards) aligned science curriculum. Our textbook is copyrighted 2001. I wrote my own curriculum for this year. NGSS standards were released in April 2013.  
Andrea Ceresola—LES Administrator—The Curriculum Coordinator was working to set up the next adoption of science curriculum, but when that position was vacated last year the process stopped. There were others areas where curriculum was even more outdated than science, so those were updated first and science was next on the priority list.

- c. Adoption of Resolution No. 20-015D, Sufficiency of Textbooks or Instructional Materials  
STANNARD motioned to table this to November due to outdated science curriculum. Second by HALL.  
\*\*Administrators will address this for next month\*\*  
5/0
- d. Career Technical Education Annual Report (Ed Code 52376)  
JONES: FFA is the main CTE program. 58 students are currently in this program. About half of the school enters the program, and typically half of the graduating class receives certifications that get them into agriculture-related employment. Last year 11 students completed the entire FFA program. Mechatronics is a new area that we are working to get up and running as another CTE program.
- e. Approval of resignation for Josh Boli, Teacher, Downieville Schools, 1.0 FTE, effective October 31, 2020  
HALL/WRIGHT  
5/0
- f. Authorization to fill Teacher, Downieville Schools, 1.0 FTE  
HALL/WRIGHT  
5/0

**BOARD POLICIES, ADMINISTRATIVE REGULATIONS, EXHIBITS, BOARD BYLAWS**

WRIGHT motioned to approve g-i as presented. Second by HALL.

5/0

- g. 4030—Nondiscrimination in Employment  
1. Administrative Regulation, revisions

- h. 4119.11~4219.11~4319.11—Sexual Harassment
  - 1. Board Policy, *revisions*
  - 2. Administrative Regulation, *revisions*
- i. 4119.12~4219.12~4319.12—Title IX Sexual Harassment Complaint Procedures
  - 1. Administrative Regulation, *NEW*

H.I. ADVANCED PLANNING

- 1. Next Regular Board Meeting will be held on November 10, 2020 via Zoom Videoconferencing beginning with Closed Session as needed at 5:00pm and the Regular Board Meetings at 6:00pm.  
*\*\*We will try to plan for an in-person meeting option\*\**
- 2. Suggested Agenda Items
  - Closed Session regarding Sierraville School Site and opening negotiations with BOS
  - Science Curriculum and Instructional Materials Resolution update
  - Meetings in person

H.J. ADJOURN at 7:56pm

WRIGHT/HALL

5/0

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Allen Wright, Clerk

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James Berardi, Superintendent

Checks Dated 10/01/2020 through 10/31/2020

Check Number	Check Date	Pay to the Order of	Fund-Object	Comment	Expensed Amount	Check Amount
00084376	10/09/2020	AMAZON CAPITAL SERVICES	01-4300	classroom supplies - COVID	596.77	
			01-4302	office supplies	251.29	
			01-4320	COVID supplies	368.21	
			01-4330	DIVIDERS/LINE UP SPOTS	1,151.78	
				epileptic student supplies	36.45	
				nurse supplies	166.72	
				office supplies	207.58	
			13-4340	kitchen/cashier supplies	44.63	2,823.43
00084377	10/09/2020	AMERIGAS	01-5540	PROPANE		102.41
00084378	10/09/2020	B & C TRUEVALUE HOME CENTER	01-4320	maintenance supplies		27.40
00084379	10/09/2020	BRADY INDUSTRIES	01-4320	COVID CUSTODIAL SUPPLIES		30.89
00084380	10/09/2020	PAMELA BRANDON	01-5600	TECH COTTAGE RENTAL		100.00
00084381	10/09/2020	CALIFORNIA DEPARTMENT OF ED. ACCOUNTING OFFICE	01-8012	RETURN OVERPAID FUNDS		62,145.00
00084382	10/09/2020	CALIFORNIA ASSOC. FFA ANGIE MILES, FINANCIAL SERVICE	01-4300	Ag Ed Leadership packet		560.00
00084383	10/09/2020	CITY OF LOYALTON	01-5530	WATER AND SEWER - LOYALTON SITES	4,162.70	
			01-5899	WATER AND SEWER - LOYALTON SITES	233.16	4,395.86
00084384	10/09/2020	FOREST VIEW SCREENING	01-5890	DOT CONSORTIUM		242.50
00084385	10/09/2020	GRAY ELECTRIC CO.	01-4320	HOT WATER REPAIR		2,816.90
00084386	10/09/2020	JANET HAMILTON	01-5600	TECH COTTAGE RENTAL		100.00
00084387	10/09/2020	LIBERTY UTILITIES	01-5510	ELECTRIC - LOYALTON SITES	3,490.19	
			01-5899	ELECTRIC - LOYALTON SITES	115.81	3,606.00
00084388	10/09/2020	MIKE MOORE	76-9576	H/W REIMBURSEMENT		909.27
00084389	10/09/2020	NEXVORTEX, INC	01-5899	PHONE SERVICES	26.69	
			01-5910	PHONE SERVICES	400.39	427.08
00084390	10/09/2020	NORTHAM DISTRIBUTING, INC.	13-4340	CAFE FOOD/SUPPLIES	121.02	
			13-4700	CAFE FOOD/SUPPLIES	746.99	868.01
00084391	10/09/2020	PRO PACIFIC FRESH	13-4700	FOOD AND SUPPLIES		104.76
00084392	10/09/2020	RENAISSANCE LEARNING, INC.	01-5890	AR/STAR PROGRAMS		8,814.25
00084393	10/09/2020	SCHOOL SPECIALTY	01-4300	classroom supplies	673.51	
				COVID - ART CLASS SUPPLIES	305.98	979.49
00084394	10/09/2020	SIERRA BOOSTER	01-5890	ADVERTISEMENTS/LEGAL/PUBLIC NOTICES		125.13
00084395	10/09/2020	SIERRA COUNTY HEALTH DEPARTMENT	01-5510	ELECTRICAL SERVICES FOR TECH COTTAGE		289.50
00084396	10/09/2020	SIERRA COUNTY ARTS COUNCIL	01-4305	MATCHING FUNDS		10,000.00
00084397	10/09/2020	SIERRA HARDWARE	01-4320	Misc items for maintenance		216.88

The preceding Checks have been issued in accordance with the District's Policy and authorization of the Board of Trustees. It is recommended that the preceding Checks be approved.

ESCAPE ONLINE

Checks Dated 10/01/2020 through 10/31/2020

Check Number	Check Date	Pay to the Order of	Fund-Object	Comment	Expensed Amount	Check Amount
00084398	10/09/2020	SIERRA VALLEY HOME CENTER	01-4320	MAINT. SUPPLIES	592.11	
				MAINT/CUSTODIAL SUPPLIES	340.60	
				ROOF REPAIR SUPPLIES	729.21	
				WINDOW SCREENS	840.84	
			01-4350	MISC. BUS SUPPLIES	35.90	2,538.66
00084399	10/09/2020	SIERRA-PLUMAS JOINT UNIFIED	01-5890	BANK SERVICE FEES		30.00
00084400	10/09/2020	STARFALL EDUCATION	01-5300	membership renewal		270.00
00084401	10/09/2020	TRI COUNTY SCHOOLS INS. GR.	01-3901	OCT 20 HEALTH INSURANCE	2,471.25	
			01-9535	OCT 20 HEALTH INSURANCE	8,728.75	
			76-9576	OCT 20 HEALTH INSURANCE	63,786.12	74,986.12
00084402	10/09/2020	U.S. BANK	01-4300	CLASSROOM SUPPLIES	1,468.16	
				CLAY FOR CERAMICS	379.29	
				EASYCBM SUBSCRIPTION	119.97	
				supplies	324.36	
			01-4320	COVID SUPPLIES	304.37	
				DOCUMENT CAMERA/IPAD CART	294.93	
				FOGGER FOR BUS	1,600.50	
				HYDRAULIC HOSE	51.71	
				ZIPPER POUCH - COVID	20.37	
			01-4330	DOMAIN RENEWALS/ANTIVIRUS	13.33	
			01-4351	FUEL	29.46	
			01-4400	DOCUMENT CAMERA/IPAD CART	1,634.76	
			01-5200	Curriculum	499.00	
			01-5890	DOMAIN RENEWALS/ANTIVIRUS	10.66	
				ZOOM SUBSCRIPTION	57.58	6,808.45
00084403	10/09/2020	VOYAGER FLEET SYSTEMS INC.	01-4350	BATTERY	156.46	
			01-4351	BUS FUEL	1,550.01	
				Fuel for Maintenance	192.83	
			01-5899	Fuel for Maintenance	15.87	1,915.17
00084404	10/09/2020	ALLEN WRIGHT	76-9576	H/W REIMBURSEMENT		920.14
00084405	10/09/2020	YOUNGS CARPET ONE, INC	01-5890	CARPET		4,991.13
<b>Total Number of Checks</b>					<b>30</b>	<b>192,144.43</b>

Fund Summary

Fund	Description	Check Count	Expensed Amount
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The preceding Checks have been issued in accordance with the District's Policy and authorization of the Board of Trustees. It is recommended that the preceding Checks be approved.

ESCAPE ONLINE

Checks Dated 10/01/2020 through 10/31/2020

Check Number	Check Date	Pay to the Order of	Fund-Object	Comment	Expensed Amount	Check Amount
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**Fund Summary**

<u>Fund</u>	<u>Description</u>	<u>Check Count</u>	<u>Expensed Amount</u>
01	General Fund	26	125,511.50
13	Cafeteria Fund	3	1,017.40
76	Warrant/Pass Though (payroll)	3	65,615.53
Total Number of Checks		<b>30</b>	192,144.43
Less Unpaid Sales Tax Liability			.00
<b>Net (Check Amount)</b>			<b>192,144.43</b>

The preceding Checks have been issued in accordance with the District's Policy and authorization of the Board of Trustees. It is recommended that the preceding Checks be approved.

ESCAPE ONLINE



# SIERRA-PLUMAS JOINT UNIFIED SCHOOL DISTRICT

## RESOLUTION NO. 20-015D

### SUFFICIENCY OF TEXTBOOKS OR INSTRUCTIONAL MATERIALS

**WHEREAS**, the SIERRA-PLUMAS JOINT UNIFIED SCHOOL DISTRICT Governing Board, in order to comply with the requirements of Education Code 60119, held a public hearing on October 13, 2020, at 6 o'clock, which was on or before the eighth week of school and which did not take place during or immediately following school hours, and;

**WHEREAS**, the Board provided at least 10 days notice of the public hearing by posting it in at least three public places within the County stating the time, place, and purpose of the hearing, and;

**WHEREAS**, the Board encouraged participation by parents/guardians, teachers, members, of the community, and bargaining unit leaders in the public hearing, and;

**WHEREAS**, information provided at the public hearing detailed the extent to which textbooks and instructional materials were provided to all students, including English learners, in the SIERRA-PLUMAS JOINT UNIFIED SCHOOL DISTRICT, and;

**WHEREAS**, "instructional materials" means all materials that are designed for use by pupils and their teachers as a learning resource and help pupils to acquire facts, skills, or opinions or to develop cognitive processes. Each student, including English learners, will have a textbook or instructional materials, or both, to use in class and to take home, which may include materials in a digital format but shall not include photocopied sheets from only a portion of a textbook or instructional materials copied to address a shortage, and;

**WHEREAS**, sufficient textbooks and instructional materials were provided to each student, including English learners, that are aligned to the academic content standards and consistent with the cycle and content of the curriculum frameworks in the following subjects;

<b>Mathematics</b>	<u>My Math</u> , Grades K-5	McGraw-Hill Education © 2017
	<u>California Mathematics</u> , Grades 6,7	Macmillan/McGraw-Hill/Glencoe
	<u>Mathematics_Course 1</u>	Prentice Hall © 2013
	<u>Pre-Algebra</u> , Grades 8-12	Prentice Hall
	<u>Algebra II</u> , Grades 8-12	Glencoe
	<u>Pre Calculus</u>	Houghton Mifflin
	<i>Newly Adopted for 2015-16:</i>	
	<u>Mathematics, Course 1, Common Core</u>	Pearson Education, Inc.
	<u>Mathematics, Course 2, Common Core</u>	Pearson Education, Inc. ©2013
	<u>Mathematics, Course 3, Common Core</u>	Pearson Education, Inc. ©2013
	<u>Geometry, Common Core</u>	Pearson Education, Inc. ©2015
	<u>Algebra 1, Common Core, CA</u>	Pearson Education, Inc. ©2015
	<u>Algebra 2, Common Core, CA</u>	Pearson Education, Inc. ©2015
	<u>Calculus, AP Edition</u>	Pearson Education, Inc. ©2014
	<u>Calculus, Graphical, Numerical, Algebraic, 5<sup>th</sup> Edition</u>	Pearson Education, Inc. ©2016
<u>Financial Algebra</u>	Cengage Learning ©2011	

<b>Science</b>	<i>**see below</i>	
<b>History/ Social Science</b>	<u>My World</u> , Grades TK-5 Grades 6-8 <u>Impact</u> , Grades 9-12 <u>TCI, History Alive! Geography</u> , Grade 9 (Downieville only) <u>American Pageant</u> , AP Government <u>Geography</u> , Grades 9-12	Pearson Education, Inc. National Geographic/Cengage McGraw Hill Cengage Glencoe
<b>English/ Language Arts (Including English Learners)</b>	<u>Mirrors &amp; Windows</u> <u>Continuing with Literature, Levels I-V</u> <u>British Tradition</u> <u>American Tradition</u> <u>Wonders CA Comprehensive System</u> <u>The Power of Connection</u>	EMC Publishing, LLC © 2016     McGraw-Hill Education © 2015-17

**\*\*WHEREAS**, SCIENCE textbooks and instructional materials are scheduled to be updated through the curriculum adoption process this 2020-2021 school year, and;

**WHEREAS**, sufficient textbooks or instructional materials were provided to each student enrolled in foreign language or health classes, and;

**WHEREAS**, laboratory science equipment was available for science laboratory classes offered in grades 9-12, inclusive.

**THEREFORE, IT IS RESOLVED THAT** for the 2020-2021 school year, the SIERRA-PLUMAS JOINT UNIFIED SCHOOL DISTRICT has provided each student with sufficient textbooks and instructional materials aligned to the academic content standards and consistent with the cycles and content of the curriculum frameworks.

PASSED AND ADOPTED at a regular meeting of the SIERRA-PLUMAS JOINT UNIFIED SCHOOL DISTRICT Governing Board held on November 10, 2020, by the following vote:

AYES: \_\_\_\_\_  
 NOES: \_\_\_\_\_  
 ABSTAIN: \_\_\_\_\_  
 ABSENT: \_\_\_\_\_  
 VACANT: \_\_\_\_\_

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Allen Wright, Clerk  
 Sierra-Plumas Joint Unified School District  
 Governing Board

**ORGANIZATION, JOB DESCRIPTION**  
**SIERRA-PLUMAS JOINT UNIFIED SCHOOL DISTRICT**

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**NO. 212.3**

BILINGUAL PARENT LIAISON/ELPAC COORDINATOR

DEFINITION: Under the general or direct supervision of certificated staff member(s), *the Bilingual Instructional Aide provides instruction to and assistance to primarily English Language Learners (ELL) in grades kindergarten to grade 12 to reinforce the development of language skills.*

EXAMPLES OF DUTIES: Duties include, but are not limited to, the following:

- *Assist instructional personnel in the implementation of individual educational plans for pupils experiencing language development needs*
- *Collects and records home language surveys, classify students as ELL*
- *Serves as translator at parent conferences, IEPs and other meetings with the school community*
- *Serve on the English Learner Advisory Committee*
- *ELPAC trainings at least twice a year*
- *ELPAC-English Language Proficiency Assessments for California Coordinator*
- *Monitors or administers a variety of standardized and teacher prepared tests for placement, competency or to measure progress*
- *Make home visits and telephone calls to non-English speaking parents of students; encourage interest and involvement in school activities*
- *Coordinate, schedule, and administer the district and state mandated assessments to determine pupil language proficiency levels; gather data information*
- *Use a second language in assisting with bilingual needs both verbal and written communication*
- *Support certificated personnel in the creation of appropriate educational instruction to individuals or small groups of ELL students*
- *Collaborate with teachers to create instructional materials for the purpose of providing access to course content for ELL students*
- *Assist certificated personnel in the development and maintenance of a learning environment appropriate to the special needs and language requirements of pupils*
- *Assist students in the development of appropriate social behaviors*
- *Work individually or in small groups with ELL students for purposes of English language acquisition and/or accessing class material*
- *As directed by the certificated staff, implement lesson plans, prepare instructional materials, and helps to create displays specific for ELL students to access content materials*

**ORGANIZATION, JOB DESCRIPTION**  
**SIERRA-PLUMAS JOINT UNIFIED SCHOOL DISTRICT**

---

**NO. 212.3**

- Under the direct supervision of certificated personnel, may review/assess student homework and/or tests of *ELL students*
- *Assist the teacher in supervision of ELL students for periods of time inside and outside the classroom*
- *Grade monitoring for grades 7-12*
- *Weekly grade reports-Communication with teachers and students*
- Establish rapport and positive relationship with students and staff members
- *Assist in the parent conference process when requested by the classroom teacher; provide oral and written translation with limited or non-English speaking parents; translate notes, letters and other materials as needed*
- *Assist in maintaining the assigned classroom/school area in an orderly condition*
- *Assist the teacher in preparing and maintaining a variety of records as they pertain to ELL students, files and reports related to their progress.*
- *Split time throughout LES, LHS, and Downieville*
- Operate instructional equipment, computer and standard office equipment
- Perform clerical duties
- Participate in periodic in-service as directed by certificated staff
- Perform other related duties as assigned

MINIMUM QUALIFICATIONS: Knowledge of:

- Basic mathematics, spelling and grammar usage as demonstrated by passage of the District Proficiency Test or the California Basic Educational Skills Test (CBEST)
- Correct usage of oral and written language in English and Spanish or designated second language
- Interpersonal relationship skills using tact, patience and courtesy
- Student behavior management strategies and techniques
- Age appropriate academic grade-level standards and curriculum
- Age appropriate games and activities
- *Computer and computer software*
- Routine record-management and storage procedures
- Mandated child abuse reporting policies and procedures
- Safe work environment practices

ABILITY TO:

- *Demonstrate an empathetic, patient, and receptive attitude with pupils experiencing bilingual instructional needs*
- Establish and maintain effective working relationships with others
- Assist with parent/community relations

**ORGANIZATION, JOB DESCRIPTION**  
**SIERRA-PLUMAS JOINT UNIFIED SCHOOL DISTRICT**

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**NO. 212.3**

- Effectively communicate verbally and in written form in *English and Spanish or designated second language*
- Understand and follow oral and written directions
- Use proper speech articulation, give clear directions, and maintain eye contact
- Work confidentially and with discretion; demonstrate flexibility and work independently
- Learn the procedures, limitations and functions of assigned duties
- Learn to assist with students' specialized needs
- Work under the direction of certificated personnel and support staff both in and out of the classroom
- *Proficiently use computer and computer software programs to maintain accurate individual pupil progress files and other pertinent data records*
- Perform routine clerical duties, operate computer and office related equipment

WORKING CONDITIONS:

Diversified classroom settings subject to position assignment, grade-level or location. The *Bilingual* Instructional Aide may accompany students between classes, recess, breakfast/lunch break, or on the bus. May be assigned to outdoor supervision.

PHYSICAL REQUIREMENTS:

- *This type of work involves sitting most of the time but may include physical abilities such as standing and walking for extended periods of time; sitting/squatting, lifting/carrying, reaching/handling, bending/twisting, talking/hearing, near and far visual acuity/depth perception, manual dexterity to operate office equipment and computer*
- Moderate lifting; may assist with lifting 30-40 pounds

EDUCATION AND EXPERIENCE:

- Possess a high school diploma or education equivalent to graduation from high school
- Passing score on District Proficiency Test or CBEST
- *Fluency in both English and Spanish, both written and spoken*
- Prefer one year experience working in educational setting with limited English proficient students and/or parents and/or school environment including child or youth-related activities

**ORGANIZATION, JOB DESCRIPTION  
SIERRA-PLUMAS JOINT UNIFIED SCHOOL DISTRICT**

---

**NO. 212.3**

- Tuberculin test, physical fitness clearance and fingerprint clearance required
- *Candidates applying for positions at Title 1 funded schools must meet State and Federal qualifications*

Date Revised: November 10, 2020

SIERRA-PLUMAS JOINT UNIFIED SCHOOL DISTRICT  
Classified Salary Schedule

Position	A	B	C	D	E	F	G	H	I	J	K	L
					Yr 5	Yr 8	Yr 11	Yr 14	Yr 17	Yr 20	Yr 25	Yr 30
Noon Supervisor	\$ 13.00	\$ 13.00	\$ 13.00	\$ 13.00	\$ 13.00	\$ 13.54	\$ 14.19	\$ 14.89	\$ 15.63	\$ 16.40	\$ 17.23	\$ 18.01
Cafeteria Work	\$ 13.00	\$ 13.00	\$ 13.00	\$ 13.60	\$ 14.27	\$ 14.97	\$ 15.72	\$ 16.51	\$ 17.31	\$ 18.19	\$ 19.10	\$ 19.96
Cashier	\$ 13.00	\$ 13.46	\$ 14.21	\$ 14.99	\$ 15.77	\$ 16.54	\$ 17.38	\$ 18.26	\$ 19.17	\$ 20.14	\$ 21.14	\$ 22.09
Instructional Aide	\$ 13.00	\$ 13.46	\$ 14.21	\$ 14.99	\$ 15.77	\$ 16.54	\$ 17.38	\$ 18.26	\$ 19.17	\$ 20.14	\$ 21.14	\$ 22.09
Cook I	\$ 13.69	\$ 14.50	\$ 15.32	\$ 16.11	\$ 16.91	\$ 17.75	\$ 18.64	\$ 19.59	\$ 20.55	\$ 21.59	\$ 22.68	\$ 23.70
Library Aide	\$ 13.97	\$ 14.80	\$ 15.63	\$ 16.47	\$ 17.28	\$ 18.14	\$ 19.00	\$ 19.97	\$ 20.97	\$ 22.02	\$ 23.13	\$ 24.17
Custodian	\$ 14.81	\$ 15.70	\$ 16.56	\$ 17.46	\$ 18.33	\$ 19.23	\$ 20.22	\$ 21.23	\$ 22.28	\$ 23.39	\$ 24.57	\$ 25.68
Maintenance Custodian	\$ 15.85	\$ 16.77	\$ 17.66	\$ 18.57	\$ 19.48	\$ 20.46	\$ 21.50	\$ 22.55	\$ 23.66	\$ 24.87	\$ 26.11	\$ 27.28
Classroom Specialist	\$ 18.31	\$ 19.36	\$ 20.49	\$ 21.54	\$ 22.59	\$ 23.72	\$ 24.90	\$ 26.20	\$ 27.50	\$ 28.89	\$ 30.32	\$ 31.68
Plant Maint./Bus Driver	\$ 19.20	\$ 19.95	\$ 20.76	\$ 21.59	\$ 22.47	\$ 23.35	\$ 24.30	\$ 25.26	\$ 26.27	\$ 27.33	\$ 28.69	\$ 29.98
Transportation Clerk	\$ 13.32	\$ 14.12	\$ 14.93	\$ 15.72	\$ 16.48	\$ 17.31	\$ 18.20	\$ 19.11	\$ 20.06	\$ 21.07	\$ 22.12	\$ 23.12
School Secretary	\$ 15.26	\$ 16.12	\$ 16.96	\$ 17.82	\$ 18.63	\$ 19.52	\$ 20.45	\$ 21.42	\$ 22.49	\$ 23.62	\$ 24.80	\$ 25.92
Administrative Assistant	\$ 2,965	\$ 3,113	\$ 3,269	\$ 3,432	\$ 3,604	\$ 3,784	\$ 3,973	\$ 4,173	\$ 4,381	\$ 4,600	\$ 4,829	\$ 5,046
<b>Bilingual Parent Liaison/ELPAC Coord</b>	<b>\$ 16.29</b>	<b>\$ 17.02</b>	<b>\$ 17.79</b>	<b>\$ 18.59</b>	<b>\$ 19.43</b>	<b>\$ 20.30</b>	<b>\$ 21.21</b>	<b>\$ 22.17</b>	<b>\$ 23.17</b>	<b>\$ 24.21</b>	<b>\$ 25.30</b>	<b>\$ 26.44</b>

Approved August 8, 2017, Transportation Clerk added September 12, 2017

Approved December 12, 2017 - Minimum Wage Increase Effective 1/1/2018

Approved December 11, 2018 - Minimum Wage Increase Effective 1/1/2019

Approved July 9, 2019 - + 2.5%, added column L effective 7/1/2019

Approved December 13, 2019 - Minimum Wage Increase Effective 1/1/2020

Approved May 26, 2020 - added/replaced Sect.\_Admin Assist. Effective 7/1/2019

**Proposed November 10, 2020, Bilingual Parent Liaison/ELPAC Coord.**