

Sonoma Charter School
Regular Governing Board Meeting Agenda

Tuesday, December 12, 2023

6:00 pm Open Session

The meeting will be accessible at the school – Room 7, Sonoma Charter School

17202 Sonoma Highway, Sonoma, CA 95476

EITHER

Join Zoom meeting

<https://us06web.zoom.us/j/2176952793?pwd=FmpjaWgebB28wwBZXKGLrCrHknkodW.1>

Meeting ID: 217 695 2793 Passcode: x4rPsF

Sonoma Charter School adheres to the Americans with Disabilities Act. If you need special accommodations or more information about accessibility, please contact us at 707-935-4232. Every effort will be made to provide reasonable accommodations.

Welcome to our Board of Directors meeting. Documents provided to the majority of the Board of Directors regarding this agenda will be available for public inspection at the School Office located at 17202 Sonoma Hwy., Sonoma, CA 95476 during normal business hours. Such writings and documents are posted on the school's website at <https://www.sonomacharterschool.org/>, as well as on ParentSquare and by clicking on Board of Education. A copy of the file is also available in the meeting room . Said file cannot be removed from the room.

AGENDA

6:00 pm OPEN SESSION

CALL PUBLIC MEETING TO ORDER, ESTABLISH QUORUM

I. PUBLIC COMMENT

At this time in the agenda, an individual or group representative is given the opportunity to make statements to the Board on an item **not** on the agenda. A speaker will be limited to 3 minutes (Board Bylaw 9323). The Board will not take action on an item presented during this portion of the agenda as this would constitute an illegal act on the part of the Board.

II. APPROVE THE AGENDA

Action

III. CONSENT CALENDAR

Action

(At every board meeting, at least some items make it onto the agenda that do not need discussion or debate, either because they are routine procedures or because they are already unanimous consent. A consent agenda allows the board to approve all of these items together without discussion or individual motions.)

A. Approval of Minutes for:

Board Meeting November 14, 2023

B. Approve Contracts

1. Marc Elin, for services November 27, 2023-June 30, 2024
2. Catherine Stone, increase in compensation for increased duties
3. ERHMS Counseling Contract (Educational Related Mental Health Services)

IV. GOVERNANCE

A. Swear in Greg Stubbs as Community Member of Board

B. New Director Search Process Action

V. PROGRAMS AND FINANCES

A. First Interim Budget update Action

B. Adopt Resolution 03/2023-24 naming Elin as a Signatory on
Revolving Account # 1140056795 and Field Trip Account # 1140069301. Action

VI. PERSONNEL

A. Personnel Changes Action

VII. INFORMATION AND REPORTS

A. Staff Report Information

B. CCC Report Information

C. Director's Report Information

D. Superintendent's Report Information

E. Board Report Information

THE MEETING ADJOURNED AT _____

Consent Calendar

- Minutes
- Contracts

Sonoma Charter School

Regular Governing Board Meeting Minutes

Tuesday, November 14, 2023

6:00 pm Open Session

5:00pm Closed Session (amended)

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MINUTES

**5:00pm CALLED CLOSED SESSION TO ORDER, ESTABLISHED QUORUM: Board members present:
Skinner, Holladay, Cannard, Elin; Int. Superintendent Stone**

I. PUBLIC COMMENT: Opportunity for the public to comment on closed session topics.

There was no public comment

II. CLOSED SESSION - Recess to closed session - The Board will consider and/or take action on any of the following:

PERFORMANCE EVALUATION OF PUBLIC EMPLOYEES Government Code §54957
Title: Director

III. RECONVENE IN OPEN SESSION Report actions taken, if any, in closed session

President Skinner reported out of Closed Session that Dr. Sowers resigned her position as Director effective Nov. 30, 2023 and that the Board voted to accept her resignation and give her one month's severance pay (\$10,000). He further stated that the Board appreciated Dr. Sowers hard work on behalf of Sonoma Charter School.

6:00 pm OPEN SESSION

CALLED PUBLIC MEETING TO ORDER, ESTABLISHED QUORUM: Board members present: Skinner, Holladay, Cannard, Elin, Perkins, Aviles; Int. Superintendent Stone

I. PUBLIC COMMENT

There was no public comment

II. APPROVED THE AGENDA

Moved: Holladay Second: Perkins Vote:6-0

III. CONSENT CALENDAR

Moved: Perkins Second: Aviles Vote:6-0

A. Approved Minutes for:

Board Meeting October 10, 2023

IV. GOVERNANCE

A. School Governance and Leadership: President Skinner announced that Marc Elin offered to step off the Board, and be the interim Director until a permanent one is found. Marc Elin spoke about this and the transition. The Board took action to approve Marc as Interim Director with Catherine as Interim Superintendent.

Moved Cannard, Second Holladay Vote: 5-0 with Elin abstaining

B. Approved Overnight Fieldtrip for 5th Grade. Moved: Perkins Second: Aviles Vote:6-0

V. PROGRAMS AND FINANCES

A. Budget update provided by Jim from Charter Impact. Personnel expenses are above budget, but overall our budget is tracking to be able to cover the year. Enrollment looks good and helps our bottom line.

B. Preliminary Results of 2022-23 CAST (Science) Tests were discussed

C. Results of Initial English Language Proficiency Results were discussed

VI. INFORMATION AND REPORTS

A. Staff Reported on recent conferences, the Improv Showcase, Sketch Comedy, basketball teams, and upcoming fieldtrips

B. CCC Report – Halloween Carnival and Glen Ellen Days were great successes. The Glen Ellen Fair gave a \$1,000 donation to CCC. Working really hard on the Spread the Love fundraiser, and looking forward to Teddy Bear Tea and 30th Anniversary Celebrations

C. Director's Report - none

D. Superintendent's Report - none

E. Board Report –

The Board had a meeting with staff on Nov. 8th to have a conversation about how things were going and get their input on leadership at the school.

President Skinner said Former Board Member Greg Stubbs expressed interest in rejoining as a community member. President Skinner asked for any other interested parties to let him know.

THE MEETING ADJOURNED AT 6:55 pm



AT-WILL EMPLOYMENT AGREEMENT
Between
SONOMA CHARTER SCHOOL & Marc Elin
November 27, 2023-June 30, 2024

THIS EMPLOYMENT AGREEMENT (“Agreement”) is entered into by and between You (You, the Employee) and the Governing Board (“Board”) of Sonoma Charter School (“SCS”), a California public charter school approved by the Sonoma Valley Unified School District (SVUSD). The Board desires to hire Employees who will assist SCS in achieving the goals and meeting the requirements of SCS’s charter. You recognize that SCS is not governed by the provisions of the California Education Code, except as expressly set forth in the Charter Schools Act of 1992. The Board desires to engage Your services for purposes of assisting SCS in implementing its purposes, policies, and procedures.

Because SCS and You wish to enter into an employment relationship under the Terms of this agreement, we all hereby agree as follows:

A. STATUTORY PROVISIONS RELATING TO CHARTER SCHOOL EMPLOYMENT

1. SCS has been established and operates pursuant to the Charter Schools Act of 1992, Education Code section 47600, et seq. SCS has been duly approved by the County, according to the laws of the State of California.
2. Pursuant to Education Code section 47604, SCS has elected to be formed and to operate as a non-profit public benefit corporation pursuant to the Non-Profit Public Benefit Corporation Law of California (Part 2, commencing with section 5110 et seq. of the Corporations Code). As such, SCS is considered a separate legal entity from Sonoma Valley Unified School District, which granted the charter. Sonoma Valley Unified School District shall not be liable for any debts and obligations of SCS, and You, by signing below expressly recognize that You are being employed by SCS and not SVUSD.
3. Pursuant to Education Code section 47610, SCS must comply with all of the provisions set forth in its charter, but is otherwise exempt from the laws governing school districts except as specified in Education Code section 47610.
4. SCS shall be deemed the exclusive public school employer of You at SCS for purposes of Government Code section 3540.1.



B. EMPLOYMENT TERMS AND CONDITIONS

1. Duties

You shall work in the position of **Interim Director**.

You will perform such duties as SCS may reasonably assign to You at any time and You will abide by all SCS's policies and procedures as adopted and amended from time to time. You further agree to abide by SCS's charter. A copy of the job description and Employee Handbook for Your position is attached and is part of this document.

You also agree to attend and/or supervise a minimum of three extra-curricular activities/events during the school year. These duties may be amended anytime in the sole discretion of SCS.

2. Work Schedule; Exclusive Work for SCS

The work schedule for this position shall be **part-time (0.5 FTE)** for you and shall be consistent with the applicable calendar of workdays for this position. The current year schedule is attached and made a part of this document. You will not render services in person or by electronic means, paid or otherwise, for any other person or entity at the same time that You are performing Your work for SCS.

3. Compensation

You will receive a gross salary of **\$50,000**, **November 27, 2023 – June 30, 2024** paid twice a month, less all statutory and other authorized deductions.

4. Your Benefits

You shall be entitled to participate in designated Employee benefit programs and plans established by SCS (if You qualify for program requirements) for the benefit of its Employees, which SCS can change at any time it chooses.

5. Performance Evaluation

You shall receive periodic performance reviews conducted by Your supervisor. At a minimum, performance evaluations will be conducted annually, on or about the anniversary date of Your employment with SCS. SCS may evaluate You more often if it chooses to do so. Even if SCS fails to evaluate Your performance, SCS may discipline or terminate You at-will at any time for any reason or no reason at all.

6. Your Rights; Limitations on Rights



Your employment rights and benefits for employment at SCS are limited to those specified in this Employment Agreement, SCS's charter, the Charter Schools Act and SCS's Employee Handbook, which from time to time may be amended and modified by SCS. Employment rights and benefits may be affected by other applicable agreements or directives or advisories from the California Department of Education or the State Board of Education. During the term of this Agreement, You shall not acquire or accrue tenure, or any employment rights with SCS. All employment rights under this agreement shall expire when the agreement expires.

7. Licensure Mandatory Condition

You understand that employment is contingent upon verification and maintenance of any applicable licensure and/or credentials.

8. Child Abuse and Neglect Reporting

California Penal Code §11166 requires that You as a child care custodian who has knowledge of, or observes, a child in his or her professional capacity or within the scope of his or her employment whom he or she knows or reasonably suspects has been the victim of child abuse to report the known or suspected instance of child abuse to a child protective agency immediately, or as soon as practically possible, by telephone and to prepare and send a written report thereof within thirty-six (36) hours of receiving the information concerning the incident.

Effective January 1, 2015, Assembly Bill 1432 (D-Gatto) requires all local educational agencies (LEAs) to train all employees each year on what they need to know in order to identify and report suspected cases of child abuse and neglect. "All employees" includes anybody working on the LEA's behalf, such as teachers, teacher's aides, classified employees, and any other employees whose duties bring them into direct contact and supervision of students. You are required to submit proof of completing this online training within the first month of school.

By executing this Agreement, You acknowledge You are a child care custodian and are certifying that You have both knowledge and understanding of California Penal Code §11166 and will comply with its provisions, including completing the training above..

9. Fingerprinting/TB Clearance Mandatory



Fingerprint clearance for You will be acquired by You submitting Your fingerprints to the California Department of Justice. You will be required to assume the cost of all fees related to the fingerprinting process.

You will be required to submit evidence from a licensed physician and/or licensed entity that You have been found to be free from active tuberculosis. Both clearances need to be in place prior to Your first day of service.

10. Conflicts of Interest

You understand that, while employed at the School, You will have access to confidential and proprietary information. You agree that you will not maintain employment or contracts for employment, or engage in any consultant or independent contractor relationship, of any scope or duration, with any other agency or school that will in any way conflict with Your employment with SCS or that will reveal, expose or disclose, directly or indirectly, any confidential and proprietary information belonging to SCS and available to you as an Employee of SCS.

11. Outside Professional Activities

If You receive prior written approval of the Executive Director, You may perform outside professional activities, paid and unpaid, including consulting, speaking, and writing. The outside activities shall not occur during regular work hours. SCS will not pay or be liable for any expenses related to Your performance of such outside activities.

C. EMPLOYMENT AT-WILL

SCS may terminate this Agreement and Your employment at any time with or without cause, with or without advance notice, at SCS's sole and unreviewable choice. Either party may immediately terminate this Agreement and Your employment upon written notice to the other party.

You also may be demoted or disciplined or the terms of Your employment may be altered at any time, with or without cause, at the discretion of SCS. No one other than the Board of SCS has the authority to alter this arrangement, to enter into an agreement for employment for a specified period of time, or to make any agreement contrary to the term of this Agreement, and any such agreement must be in writing and must be signed by the Board of SCS and by You and must specifically state the intention to alter this "at-will" relationship. If this contract is terminated, the maximum settlement You can receive is the equivalent of twelve (12) months' of salary or the remaining term of the contract, whichever is less.

In the event of charter revocation or non-renewal, all contractual obligations under this Agreement cease immediately upon the effective date of revocation or non-renewal.



D. GENERAL PROVISIONS

1. Waiver of Breach

The waiver by either party, or the failure of either party to claim a breach of any provision of this Agreement, will not operate or be construed as a waiver of any subsequent breach.

2. No Assignment or Delegation

The rights and obligations of the respective parties under the Agreement will inure to the benefit of and will be binding upon the heirs, legal representatives, successors and assigns of the parties hereto; provided, however, that benefits and duties created by this Agreement may not be assigned or delegated by either party without prior written consent of the other party.

3. Governing Law

This Agreement will be governed by, construed, and enforced in accordance with the laws of the State of California.

4. Invalid Parts Severed; Valid Parts Remain

If any provision of this Agreement is found to be invalid or unenforceable by any Authority having jurisdiction over this agreement, the remaining valid provisions hereof will remain in effect unless such finding of invalidity or unenforceability would defeat an essential business purpose of the Agreement.

E. ACCEPTANCE OF EMPLOYMENT

By signing below, You declares as follows:

1. I have read this Agreement and accept employment with SCS on the terms specified herein.
2. All information I have provided to SCS related to my employment is true and accurate.



3. A copy of the job description is attached hereto.
4. This is the entire agreement between SCS and me regarding the terms and conditions of my employment. This is a final and complete agreement and there are no other agreements, oral or written, express or implied, concerning the subject matter of this Agreement that are not set forth in this Agreement.

Your Name: (Print)

Your Signature: _____ Date: _____

Address: _____

Email: _____ Telephone: _____

SCS Approval:

Dated: _____

Sonoma Charter School Board Chair

*This Employment Agreement is subject to ratification
and approval by the Governing Board of SCS.*



AT-WILL EMPLOYMENT AGREEMENT
Between
SONOMA CHARTER SCHOOL & Catherine Stone
July 1, 2023-June 30, 2024

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3. A copy of the job description is attached hereto.
4. This is the entire agreement between SCS and me regarding the terms and conditions of my employment. This is a final and complete agreement and there are no other agreements, oral or written, express or implied, concerning the subject matter of this Agreement that are not set forth in this Agreement.

Your Name: (Print)

Your Signature: _____ Date: _____

Address: _____

Email: _____ Telephone: _____

SCS Approval:

Dated: _____

Sonoma Charter School Board Chair

*This Employment Agreement is subject to ratification
and approval by the Governing Board of SCS.*

ERMHS Counseling Contract-Sonoma Charter School

Sonoma Charter School

17202 Sonoma Hwy
2000 Broadway, Sonoma CA 95476

cstone@scs.k12.ca.us

TheraTree Community: Child & Family Counseling Inc.

1415 Oakland Blvd. Ste 203, Walnut Creek CA 94596

(925) 378-9456

info@theratreecommunity.com

Clinician Information:

William Dansby, LMFT

william@theratreecommunity.com

(925) 393-9475

Educational Related Mental Health Services (ERMHS) Contract

1. Scope of Services: The Service Provider, TheraTree Community, agrees to deliver Educational Related Mental Health Services (ERMHS) to students for Sonoma Charter School via telehealth only, in accordance with the terms and conditions outlined in this contract.

Standard Operating Procedure: It is the responsibility of the School District and School personnel to coordinate the services for the student which includes having a designated and confidential meeting space; specified and routine meeting time; access to the appropriate technology such as headphones, laptop, and a secure Wifi connection at time of session; and notifying families of this structure.

IEP Documentation: The district will provide the therapist with access to SEIS so the therapist may document therapy sessions, update progress toward goals, and draft new goals for annual meetings. The district will inform the therapist of any upcoming IEP meeting and expected progress monitoring period within two weeks of such meetings.

2. Services Provided: The Service Provider agrees to provide the following services-all via telehealth:

- Individual counseling sessions (via telehealth)

- Collaboration with team members
- Attendance at Individualized Education Program (IEP) meetings
- Development of counseling goals
- Writing progress updates and reports

3. Billing Structure: All services provided (outlined above) and any additional services provided by TheraTree Community at the request of Sonoma Charter School will be billed at a rate of \$160 per hour. Any services that are less than an hour in duration will be billed at a prorated amount of 15-minute increments, and each 15-minute increment will be billed at \$40.

The school is expected to notify the therapist of a student's absence within 1 hour of the school's start time (e.g., by 9:30 am if the school begins at 8:30 am). If the therapist is not notified within that hour of a student's absence, the district will be billed for the amount of the session as this is considered a no-show. As such, therapy sessions will be between the hours of 9:30am-1:30 pm during a regularly scheduled school day.

The school is expected to notify the therapist of any planned absences (e.g., field trips, state-testing, vacation) that may occur at the student's designated meeting time 48 hours prior to the session. If the district fails to notify the therapist of any planned absences prior to 48 hours of the session, the district will be billed for the amount of the session.

4. Payment Terms: The School District agrees to pay TheraTree Community within 30 days of receiving an invoice for services rendered. Payment is preferred via check made payable to TheraTree Community and sent to the address listed above.

5. Communication: The assigned clinician from TheraTree Community is best reached via email at william@theratreecommunity.com. The clinician aims to respond to emails within 24 hours.

6. Availability: The assigned clinician is not a crisis provider and is not readily available to provide any counseling service outside of the assigned counseling minutes as outlined in the student's IEP.

If the team wishes to meet with the therapist for purposes of supporting the student at school, meetings in excess of scheduled therapy sessions are charged at the \$160/hour rate.

7. Confidentiality: TheraTree Community agrees to maintain the confidentiality of all student information and records in compliance with applicable laws and regulations.

8. Compliance with Laws: Both parties agree to comply with all applicable federal, state, and local laws and regulations.

9. Insurance: TheraTree Community shall maintain appropriate liability insurance to cover any potential liabilities arising from the provision of services under this contract.

10. Term of Agreement: This contract shall begin on 12/04/2023 and continue until to 06/30/2024. Either party may terminate this agreement with written notice of [insert number of days, e.g., 30 days] to the other party.

11. Signatures: By signing below, the parties acknowledge and agree to the terms and conditions outlined in this contract.

Sign here

By adding your signature, you are eSigning this form

Governance

- Swear-In Greg Stubbs**
- New Director Search Process**

SONOMA CHARTER SCHOOL
Governing Board Member
Oath of Office

Board Chairman: Do you solemnly swear that you will uphold the Constitution and statutes of the United States and of the State of California and that as a member of the Governing Board for Sonoma Charter School that you will faithfully execute the office to which you have been selected.

School Board Member: I will.

Board Chairman: By the authority vested in me from the community of the Sonoma Charter School, I declare this board member to be duly selected. Please join me in a round of applause and congratulation.

(Once the school board member has been sworn in, the member should read and sign the below oath of office.)

As an member of Sonoma Charter School Governing Board, I accept the high honor and trust that has been placed in me to ensure that the children of this district receive the best education available anywhere in the United States of America. In accepting this position, I hold the pursuit of that goal as my sacred duty. To that end, I hereby swear that I will:

- Place the interests of children above all others in every decision that I make;
- Uphold all applicable federal and state laws and regulations;
- Abide by the policies of the Board, and work with my fellow Board members to change those policies as needed to improve student learning;
- Maintain Board focus on the achievement of all students regardless of race, class, ethnicity, or gender;
- Not use my position for personal or partisan gain;
- Model continuous learning in my role as a member of the governance team;
- Maintain a strategic plan for the school that clearly defines success and accountability for the Board, the staff, and our students;
- Focus on the policy work of the Board and monitor progress on the indicators of success in our strategic plan, leaving the day-to-day operation of the district to the superintendent and staff;
- Base my decisions upon available facts, vote my convictions, avoid bias, and uphold and support the decisions of the majority of the board once a decision is made;
- Work to build trust between and among Board Members and the School's Director by treating everyone with dignity and respect, even in times of disagreement;
- Maintain the confidentiality of privileged information including that shared in closed sessions of the Board;
- Recognize that authority rests only with majority decisions of the Board and will make no independent commitments or take any independent actions that may compromise the Board as a whole;
- Refer constituent complaints and concerns to the appropriate person within the school's chain of command; and
- Respect the leadership roles of the Board Chair and School Director.

I will maintain fidelity to these commitments and will be held accountable by my fellow Governing Board Members should I fail to live up to this oath.

This oath of office has been sworn to on this, the 14th day of December, 2022.

Greg Stubbs, Governing Board Member

Witness

Plan to find new Director of SCS Draft / Timeline

December through February

- Form two committees – looking for parent and teacher representative 2 slots each.
 - a. December 12th board meeting put the call out for nominations for committee seat.
 - b. Send out surveys to community to obtain feedback and data for new director
 - c. At the January board meeting finalize committee members and committee chairs.

- All committee meeting – Mid to late January additional board meeting.
 - a. Create criteria based off of feedback
 - b. Discuss the interview process once candidates have been chosen
 - c. Take final criteria to Nelson Staffing as they begin their search. (Begin search in mid February 2024 and Finish mid to late March 2024)

- Have Final all committee meeting in February to make sure we are on the same page and ready to efficiently proceed with the interview process.

March through May/June (March 15th 2024 to May 15th 2024)

- Interview potential candidates using criteria and two committee process – All of March into early April if needed.
- Narrow search to top 3 – Mid to late April into early May if needed.
- Select viable candidate based on interviews and criteria- End of May.
- Offer job with a start date of July 1st 2024. – Mid to Late June.

Programs and Finances

**-First Interim Budget Report
(will be provided as soon as received)**

-Resolution to Add Marc Elin as Signatory on Bank Accounts

RESOLUTION OF THE BOARD OF DIRECTORS

Sonoma Charter School
A California Public Benefit Corporation
Board Resolution # 03.2023-24

PREAMBLE

THE BOARD OF DIRECTORS OF THE SONOMA CHARTER SCHOOL (SCS) MAKES THE FOLLOWING FINDINGS:

1. Sonoma Charter School maintains banking facilities with Exchange Bank.
2. As of November 30, 2023, Hilary Sowers, the school Principal, resigned, and the school's new Interim Director, Marc Elin and Catherine Stone, current Interim Superintendent, now hold joint responsibility for managing the school's finances.
3. Marc Elin needs to be authorized by Sonoma Charter School to enter into all reasonably necessary contractual documents with Exchange Bank and to have signatory power on the accounts held by the school at Exchange Bank.

RESOLUTION

NOW, THEREFORE, BASED UPON THE FINDINGS NOTED ABOVE, IT IS HEREBY RESOLVED THAT:

1. Marc Elin and Catherine Stone are authorized to enter into all reasonably necessary contractual documents with Exchange Bank in the course and scope of their management of Sonoma Charter School's banking facilities.
2. Marc Elin is authorized to add his signature to the following accounts held at Exchange Bank:
 - a. Revolving Account # 1140056795
 - b. Field Trip Account # 1140069301
3. Hilary Sowers is to be removed as a signatory on the above accounts.

ENACTED BY A UNANIMOUS VOTE OF THE SONOMA CHARTER SCHOOL BOARD OF DIRECTORS IN A DULY AND LAWFULLY NOTICED PUBLIC SESSION ON SEPTEMBER 14, 2022.

BELLI SKINNER
CHAIR OF THE BOARD

Personnel Changes

Personnel Changes

Move Campus Supervisor to Instructional Assistant (increase in hours/benefits)
Increase of \$10,715

Tech Coordinator to Program Coordinator -- hourly rate increase

- Coordinate (and help deliver) K-Team instructional planning
- Coordinate ELPAC testing (under direction of Casey/Marc/Catherine who are assessment admin)
- Coordinate CAASPP testing (under direction of Casey/Marc/Catherine who are assessment admin)
- Coordinate STAR and other testing

Increase of ~ \$6,961

Academic Specialist

- Remains in current position as Academic Specialist, who temporarily stepped into K-Teacher position.
- Work tasks:
 - Train/Support new K-Team: Erica B., Erika N., and Ashleigh Daly
 - Train/Support new 1-Team: Siena Parrish, Victoria Wilson,
 - Train Program Coordinator: Lesson planning + ELPAC testing (Feb) + CAASPP (Apr)

Current K-3i Aide becomes Campus Supervisor

Work tasks:

Lead for supervision teams and classroom behavior interventions.

Provide oversight/support of 1-2-3 tech use

Increase of ~\$981.

New Yard Duty (4hrs/day) @ \$21.53/hr

Increase of ~ \$9,258 thru May 30.

New Instructional Assistant

Increase of ~\$18,623 thru May

Increase overall: ~ \$46,536