

**BOARD OF TRUSTEES
ANAHEIM UNION HIGH SCHOOL DISTRICT**
501 N. Crescent Way, P.O. Box 3520
Anaheim, California 92803-3520
www.auhsd.us

NOTICE OF REGULAR MEETING

Date: May 1, 2019

To: Brian O'Neal, P.O. Box 3520, Anaheim, CA 92803-3520
Annemarie Randle-Trejo, P.O. Box 3520, Anaheim, CA 92803-3520
Katherine H. Smith, P.O. Box 3520, Anaheim, CA 92803-3520
Anna L. Piercy, P.O. Box 3520, Anaheim, CA 92803-3520
Al Jabbar, P.O. Box 3520, Anaheim, CA 92803-3520

Orange County Register, 1771 S. Lewis, Anaheim, CA 92805
Anaheim Bulletin, 1771 S. Lewis, Anaheim, CA 92805
News Enterprise, P.O. Box 1010, Los Alamitos, CA 90720
Los Angeles Times, 1375 Sunflower, Costa Mesa, CA 92626
Event News, 9559 Valley View Street, Cypress, CA 90630
Unidos, 523 N. Grand Avenue, Santa Ana, CA 92701

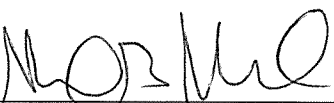
You are hereby notified that a regular meeting of the
Board of Trustees of the Anaheim Union High School District
is called for

Tuesday, the 7th day of May 2019

in the District Board Room, 501 N. Crescent Way, Anaheim, California

Closed Session—2:00 p.m.

Regular Meeting—6:00 p.m.



Michael B. Matsuda
Superintendent

ANAHEIM UNION HIGH SCHOOL DISTRICT

501 N. Crescent Way, P.O. Box 3520, Anaheim, California 92803-3520, www.auhsd.us

BOARD OF TRUSTEES

Agenda

Tuesday, May 7, 2019

Closed Session–2:00 p.m.

Regular Meeting–6:00 p.m.

Some items on the agenda of the Board of Trustees' meeting include exhibits of supportive and/or background information. These items may be inspected in the superintendent's office of the Anaheim Union High School District, at 501 N. Crescent Way in Anaheim, California. The office is open from 7:45 a.m. to 4:30 p.m., Monday through Friday, and is closed for most of the federal and local holidays. These materials are also posted with the meeting agenda on the District website, www.auhsd.us, at the same time that they are distributed to the Board of Trustees. *In compliance with the Americans with Disabilities Act, individuals with a disability who require modification or accommodation in order to participate in this meeting should contact the executive assistant to the superintendent at (714) 999-3503 by noon on Friday, May 3, 2019.*

Meetings are recorded for use in the official minutes.

1. **CALL TO ORDER–ROLL CALL** **ACTION ITEM**
2. **ADOPTION OF AGENDA** **ACTION ITEM**
3. **PUBLIC COMMENTS, CLOSED SESSION ITEMS** **INFORMATION ITEM**

This is an opportunity for community members to address the Board of Trustees on closed session agenda items only. Persons wishing to address the Board of Trustees should complete a speaker request form, available on the information table, at the back of the room, and submit it to the executive assistant prior to the meeting. Each speaker is limited to a maximum of five minutes; each topic or item is limited to a total of 20 minutes. Board Members cannot immediately respond to public comments, as stated on the speaker request form.

4. **CLOSED SESSION** **ACTION/INFORMATION ITEM**

The Board of Trustees will meet in closed session for the following purposes:

- 4.1 To consider matters pursuant to Government Code Section 54957: Public employee performance evaluation, superintendent.
- 4.2 To consider matters pursuant to Government Code Section 54956.9 (d)(2): Conference with legal counsel, anticipated litigation regarding one matter.
- 4.3 To consider matters pursuant to Government Code Section 54957.6: Conference with labor negotiators Mr. Matsuda, Dr. Fried, Dr. Root, and Mr. Jackson regarding negotiations and contracts with the American Federation of State, County and Municipal Employees (AFSCME), Anaheim Personnel and Guidance Association (APGA), Anaheim Secondary Teachers Association (ASTA), California School Employees Association (CSEA), and Mid-Managers Association (MMA).
- 4.4 To consider matters pursuant to Government Code Section 54957: Public employee discipline/dismissal/release/resignation.

- 4.5 To consider matters pursuant to Government Code Section 54957: Public employee complaint hearing-Board Policy and Administrative Regulation 91204. **[CONFIDENTIAL]**
- 4.6 To consider matters pursuant to Government Code Section 54957: Public employee discipline/dismissal/release, HR-2018-19-22. **[CONFIDENTIAL]**
- 4.7 To consider matters pursuant to Education Code 54957: Public employees discipline/dismissal/release HR-2018-19-23, HR-2018-19-24, HR-2018-19-25, HR-2018-19-26, HR-2018-19-27, HR-2018-19-28, HR-2018-19-29, HR-2018-19-30, HR-2018-19-31, HR-2018-19-32, HR-2018-19-33, HR-2018-19-34, HR-2018-19-35, HR-2018-19-36, HR-2018-19-37, HR-2018-19-38, HR-2018-19-39, HR-2018-19-40, HR-2018-19-41, HR-2018-19-42, HR-2018-19-43, HR-2018-19-44, HR-2018-19-45, HR-2018-19-46, HR-2018-19-47, HR-2018-19-48, HR-2018-19-49, HR-2018-19-50, HR-2018-19-51, HR-2018-19-52, HR-2018-19-53, HR-2018-19-54, HR-2018-19-55, HR-2018-19-56, HR-2018-19-57, HR-2018-19-58, HR-2018-19-59, HR-2018-19-60, HR-2018-19-61, HR-2018-19-62, HR-2018-19-63, HR-2018-19-64, HR-2018-19-65, HR-2018-19-66, HR-2018-19-67, HR-2018-19-68, HR-2018-19-69, HR-2018-19-70, HR-2018-19-71, HR-2018-19-72, HR-2018-19-73, HR-2018-19-74, HR-2018-19-75, and HR-2018-19-76 for the 2019-20 year.
- 4.8 To consider matters pursuant to Government Code Section 54957: Public employee administrative appointment/reassignment-director(s).
- 4.9 To consider matters pursuant to Government Code Section 54956.9 (d)(2): Conference with legal counsel, anticipated litigation (imputed income to employees), potential cases.
- 4.10 To consider matters pursuant to Government Code Section 54956.9 (a): Conference with legal counsel, existing litigation (Claim AUHSD 17-03, No Tort Claim Form).
- 4.11 To consider matters pursuant to Government Code Section 54956.9 (a): Conference with legal counsel, existing litigation (Claim AUHSD 18-06, No Tort Claim Form).
- 4.12 To consider matters pursuant to Government Code Section 54957.6: Conference with negotiators, agency designated representatives-Brian O'Neal, Board president, regarding unrepresented employee, superintendent.
- 4.13 To consider matters pursuant to Government Code Section 54957.6: Conference with negotiators, agency designated representatives-Brian O'Neal, Board president, regarding unrepresented employees, assistant superintendents, chief academic officer, and District counsel.
- 4.14 To consider matters pursuant to Education Code Section 48918: Expulsion of students 18-37; 18-39; and 18-40.

5. **RECONVENE MEETING, PLEDGE OF ALLEGIANCE, AND CLOSED SESSION REPORT OUT**

INFORMATION ITEM

5.1 **Reconvene Meeting**

The Board of Trustees will reconvene into open session.

5.2 **Pledge of Allegiance and Moment of Silence**

Student Representative to the Board of Trustees Adaí Flores will lead the Pledge of Allegiance to the Flag of the United States of America and provide a moment of silence.

5.3 **Closed Session Report**

The clerk of the Board of Trustees will report actions taken during closed session.

6. **INTRODUCTION OF GUESTS**

INFORMATION ITEM

The Board of Trustees would like to recognize our community stakeholders for their interest in the Anaheim Union High School District and for attending our Board meeting. Thank you for your participation and contribution as we create an educational environment that graduates socially aware, civic-minded students who are college and career ready for the 21st century.

In addition, Board President O’Neal will introduce dignitaries in attendance.

7. **BOARD OF TRUSTEES’ RECOGNITIONS**

INFORMATION ITEM

7.1 **Student Representative to the Board of Trustees**

The Board of Trustees will honor Adaí Flores for her service as student representative to the Board during the 2018-19 year.

7.2 **2018-19 AUHSD Student Ambassadors**

The Board of Trustees will honor the District’s student ambassadors for their service during the 2018-19 year. The ambassadors serve as official spokespersons for all of the District’s students at special ceremonies, events, and functions. The student leaders are also deeply embedded in the District’s governance structure and actively provide the “student voice” wherever possible. The following students will be recognized for this important contribution to the District.

Karina Granados	Anaheim High School
Manasa Lakshmi Narasimhan	Cypress High School
Aaron Tran	Gilbert High School
Alexia Alvarado	Katella High School
Maham Memon	Kennedy High School
Dylan Daravong	Loara High School
Karar Aljadeed	Magnolia High School
Francesa Alcalá	Oxford Academy
Krishna Mae Arce	Savanna High School
Anthony Muñoz	Western High School

7.3 **Culinary Arts Programs**

The Board of Trustees will recognize the culinary arts students and teachers from Cypress, Gilbert, Katella, Kennedy, Savanna, and Western high schools. Throughout the 2018-19 year, the culinary arts students prepared and served delicious dinners for the Board of Trustees prior to each Board of Trustees’ meeting. The following teachers and students will be recognized for their culinary arts talents.

Cypress High School

Eleni Karapoulios, Teacher
Matthew Hunt
Kayla Munden
Ryan Ngo
Pana John Ortega
Ethan Walter

Gilbert High School

Jason Jassman, Teacher
Quentin Brandon
Eileen Garcia
Pauline Grundy
Kylee Hernandez
Jesus Rodriguez
Uriel Uribe
Omar Xilonzochilt

Katella High School

Stacey Izabal, Teacher
Puria Rahbarnia
Taylor Rynsburger
Oliver Zamora

Kennedy High School

Robyn Parratto, Teacher
Dakota Lopez
Eman Omer
Mikayla Vongviseth

Savanna High School

Bob Moonswami, Teacher
Alan Berrelleza
Salome Fonua
Randall Jung
Seth Peralta

Western High School

Sarah Zepeda, Teacher
Minelly Aguilar
Erick Anaya
Patrick Isidro
Brayant Nuno
Esmeralda Vargas

8. REPORTS

INFORMATION ITEM

8.1 Principals' Report

Hilda Vasquez, Brookhurst High School principal, and Mike Pooley, Savanna High School principal, will present how Unlimited You opportunities are being created at their school sites.

8.2 Student Representative's Report

Adaí Flores, student representative to the Board of Trustees, will report on student activities throughout the District.

8.3 Reports of Associations

Officers present from the District's employee associations will be invited to address the Board of Trustees.

8.4 Parent Teacher Student Association (PTSA) Reports

PTSA representatives present will be invited to address the Board of Trustees.

9. PUBLIC COMMENTS, OPEN SESSION ITEMS

INFORMATION ITEM

Opportunities for public comments occur at the beginning of each agenda item and at this time for items not on the agenda. Persons wishing to address the Board of Trustees should complete a speaker request form, available on the information table, at the back of the room, and submit it to the executive assistant prior to the meeting. Each speaker is limited to a maximum of five minutes; each topic or item is limited to a total of 20 minutes. Board members cannot immediately respond to public comments, as stated on the speaker request form.

10. **PRESENTATIONS**

INFORMATION ITEM

10.1 **District English Learner Advisory Committee (DELAC)**

Background Information:

In compliance with state regulations, DELAC shall advise the Board of Trustees on the programs and procedures related to the implementation of the English Learner Program. Parent input and needs are gathered and addressed by the English Learner Service staff at DELAC meetings. The DELAC executive committee shall advise the Board of Trustees on the needs of the English Learner students.

Current Consideration:

The DELAC executive committee, along with the English Learner and Multilingual Services staff, will present to the Board of Trustees on required tasks, which include the District's plan and goals for services, needs assessment, teacher and paraprofessional qualifications, annual languages census, procedures for reclassification, as well as written notifications.

Budget Implication:

There is no impact to the budget.

Staff Recommendation:

Although this is an information item only, requiring no formal action by the Board of Trustees, it is recommended that the Board receive the information.

10.2 **Counselor on Special Assignment (COSA) End of the Year Update**

Background Information:

In February of 2018, a counselor on special assignment position was created to support school counselors. As the role is developing and has approached the one-year mark, it is necessary to continue to assess and refine the need to support school counselors.

Current Consideration:

Mary Jo Durkin, COSA, will provide an update on current progress with school counselors.

Budget Implication:

There is no impact to the budget.

Staff Recommendation:

Although this is an information item only, requiring no formal action by the Board of Trustees, it is recommended that the Board receive the information.

11. **ITEMS OF BUSINESS**

RESOLUTIONS

11.1 **Resolution No. 2018/19-B-21, Award Request for Proposals 2019-30 Learning Management System (LMS) Solution Districtwide (Roll Call Vote)** **ACTION ITEM**

Background Information:

On December 13, 2018, the Board of Trustees adopted Resolution No. 2018/19-B-15 to allow the District to use Public Contract Code (PCC) 20118.2 to utilize a request for proposal (RFP) process to select a new Learning Management System (LMS).

Current Consideration:

An extensive process was used to develop an RFP, including the solicitation of teacher, administrator, and staff input. The District received five responses for the first phase of the evaluation process, which was the paper screening, and three of the proposals were evaluated and moved to the final phase.

The final phase was comprised of a committee of key stakeholders including ten teachers and one technology staff member from seven school sites. The committee met to review and rate the three finalists for the solution that best meets the District's needs.

The committee participated in vendor presentations and later had access to review each LMS in either a production or sandbox environment. The criteria used to score each proposal included price (being the highest value), level of service and delivery, technical proposal, qualifications, past performance and background, gradebook, scheduling, interoperability and other software, functionality, future flexibility, scalability, as well as features being offered.

The bidder with the highest overall score recommended for award is Schoology, Inc. Although Schoology, Inc. was not the lowest price, the committee used the evaluation criteria as described above to determine the overall rankings. Public Contract Code (PCC) 20118.2 allows the District to consider key factors other than just price in determining the award due to the highly specialized requirement of the entire system. Staff is confident with its findings and recommendation that Schoology, Inc. has the overall best solution for the District based on the criteria established for the award.

The contract will be for two years with the option to renew annually for up to three additional years.

Budget Implication:

The first year annual cost will not exceed \$181,800, which includes implementation, training, and conversion of current data. The annual cost thereafter will not exceed \$133,800. Annual costs are based on actual student enrollment. (General Funds)

Staff Recommendation:

It is recommended that the Board of Trustees adopt Resolution No. 2018/19-B-21, by a roll call vote. **[EXHIBIT A]**

11.2 **Resolution No. 2018/19-F-07, Approval of Notice of Exemption for the Western High School Parking Lot Improvement Project (Roll Call Vote)** **ACTION ITEM**

Background Information:

On July 10, 2014, the Board of Trustees approved the District's Facilities Master Plan (FMP), which provides a roadmap for the future improvement and development of the District's facilities over the next ten years. The Western High School Parking Lot Improvement Project (Project) is one of the projects identified in the approved FMP.

The scope for the Project consists of (1) Reconstruction and reconfiguration of the existing parking lot to improve vehicular circulation and student drop-off areas; (2) Site improvements to address ADA path of travel issues; (3) Site improvements to address drainage issues; (4) Installation of security fencing/gates including masonry pillars; (5) Installation of drought tolerant landscaping and water efficient irrigation system; (6) Upgrade of site utilities; (7) Installation of conduit for future photovoltaic (solar) panels on

parking carport sheds with lighting; and (8) Installation of surveillance cameras and exterior lighting.

Current Consideration:

The District is required, pursuant to the California Environmental Quality Act (CEQA), Public Resources Code Sections 21000 et seq., to evaluate each potential public works project to determine whether that project might have a significant effect on the environment. CEQA and the Guidelines promulgated thereunder (California Code of Regulations, Title 14, Division 6, Chapter 3, Article 19) provide for both categorical and statutory exemptions from the provisions of CEQA. Where an approved project is determined to be exempt from CEQA, the District may file a Notice of Exemption (NOE) with the Orange County Clerk-Recorder, who must then post the NOE for a period of 30 days.

The District has evaluated the Project and has determined that the Project is categorically and statutorily exempt from CEQA.

Budget Implication:

There is no impact to the budget.

Staff Recommendation:

It is recommended that the Board of Trustees adopt Resolution No. 2018/19-F-07, approving the NOE for the Project and direct that the NOE be filed with the Orange County Clerk-Recorder, by a roll call vote. **[EXHIBIT B]**

11.3 **Resolution No. 2018/19-F-08, Approval of Notice of Exemption for the Ball Junior High School Site Improvement Project (Roll Call Vote)** **ACTION ITEM**

Background Information:

On July 10, 2014, the Board of Trustees approved the District's Facilities Master Plan (FMP), which provides a roadmap for the future improvement and development of the District's facilities over the next ten years. The Ball Junior High School Site Improvement Project (Project) is one of the projects identified in the approved FMP.

The scope for the Project consists of (1) Reconstruction and reconfiguration of the existing front parking lot to improve vehicular circulation and student drop-off areas; (2) Site improvements to address ADA path of travel issues; (3) Site improvements to address drainage issues; (4) Installation of security fencing, gates including decorative panels; (5) Installation of drought tolerant landscaping and water efficient irrigation system; (6) Upgrade of site utilities; (7) Installation of a digital marquee; and (8) Installation of surveillance cameras and exterior lighting.

Current Consideration:

The District is required, pursuant to the California Environmental Quality Act (CEQA), Public Resources Code Sections 21000 et seq., to evaluate each potential public works project to determine whether that project might have a significant effect on the environment. CEQA and the Guidelines promulgated thereunder (California Code of Regulations, Title 14, Division 6, Chapter 3, Article 19) provide for both categorical and statutory exemptions from the provisions of CEQA. Where an approved project is determined to be exempt from CEQA, the District may file a Notice of Exemption (NOE) with the Orange County Clerk-Recorder, who must then post the NOE for a period of 30 days.

The District has evaluated the Project and has determined that the Project is categorically and statutorily exempt from CEQA.

Budget Implication:

There is no impact to the budget.

Staff Recommendation:

It is recommended that the Board of Trustees adopt Resolution No. 2018/19-F-08, approving the NOE for the Project and direct that the NOE be filed with the Orange County Clerk-Recorder, by a roll call vote. **[EXHIBIT C]**

11.4 **Resolution No. 2018/19-F-09, Support of Applications for Eligibility Determination and Funding (Roll Call Vote)** **ACTION ITEM**

Background Information:

California school districts have the potential of realizing significant state funding contributions under the School Facility Program administered by the Office of Public School Construction (OPSC) and the State Allocation Board (SAB). The District has adopted a Facilities Master Plan, which includes projects funded with the proceeds of a General Obligation Bond. The District is interested in leveraging local bond funds by reviewing state eligibility for modernization and new construction, as well as seeking funding under the School Facility Program.

Current Consideration:

Pursuant to Chapter 12.5, Part 10, Division 1 of the Education Code, the District intends to file applications for state eligibility determination and funding under the School Facility Program for projects that have received Division of the State Architect approval.

As a condition of processing applications for modernization, new construction, and facility hardship funding under the School Facility Program, the Board of Trustees is required to adopt a resolution in support of the following projects:

- Ball Junior High School Drop-off Improvements and Marquee Sign
- Loara High School Aquatic Center Renovation
- Western High School Parking Lot Improvements

Budget Implication:

There is no impact to the budget.

Staff Recommendation:

It is recommended that the Board of Trustees adopt Resolution No. 2018/19-F-09, in support of applications for eligibility determination and funding, by a roll call vote. **[EXHIBIT D]**

11.5 **Resolution No. 2018/19-HR-05, Classified School Employee Week, May 19-25, 2019 (Roll Call Vote)** **ACTION ITEM**

Background Information:

Since 1986, California has taken the third week in May to honor the invaluable contributions of classified school employees. From the time students board a school bus to the time they

head home at the end of the day, every aspect of their educational experience is impacted by a classified school employee.

The Board of Trustees recognizes that classified school employees play crucial roles in education. From transporting and feeding students to teaching them vital skills and ensuring that schools are operating smoothly, classified employees are integral to the District and public education.

Current Consideration:

Resolution No. 2018/19-HR-05 declares May 19, 2019, through May 25, 2019, Classified School Employee Week. Classified employees will be recognized for their valuable services to the schools and students of the Anaheim Union High School District.

Budget Implication:

There is no impact to the budget.

Staff Recommendation:

It is recommended that the Board of Trustees adopt Resolution No. 2018/19-HR-05, by a roll call vote. **[EXHIBIT E]**

- 11.6 **Resolution No. 2018/19-BOT-03, Call for Changes to California Charter Schools Act of 1992 and a Temporary Moratorium on Charter School Authorization (Roll Call Vote)** **ACTION ITEM**

Background Information:

The District is committed to the belief that public education is of fundamental importance to a free society and to the continuance of democratic values and individual liberty. On April 11, 2019, the Board of Trustees unanimously adopted Resolution No. 2018/19-BOT-02, Pledge for Democracy Through Our Public School Schools, affirming the social contract binding our hopes for the future to the potential of young people to advance our shared prosperity, tranquility, as well as liberty, and resolving that publicly-elected officials conduct themselves in ways that protect, maintain, and enhance shared common goods among the American people, prioritizing the equity, excellence, public accountability, and transparency of public schools and their administration by officials elected by the people in order to strengthen civic engagement and participation in civil society.

As part of this commitment, the District recognizes its responsibility to ensure accountability to the public for the performance of the District and the schools it operates and oversees. The California Charter Schools Act vests the Board of Trustees with the authority to determine whether to authorize the establishment of charter schools to operate within the District's jurisdiction and under the Board's oversight. On March 10, 2016, the Board of Trustees unanimously adopted Resolution No. 2015/16-BOT-06, Requesting an Immediate Temporary Moratorium on Approval for Charter Schools, urging the Legislature of the State of California to enact a moratorium on charter schools until certain changes to the California Charter Schools Act of 1992 are passed and enacted.

Current Information:

On March 5, 2019, the Governor signed Senate Bill No. 126 (Leyva), requiring charter schools and entities managing charter schools to comply with transparency requirements, including the Ralph M. Brown Act, the California Public Records Act, Government Code Section 1090, and the Political Reform Act of 1974, as well as specifying the location where

a charter school governing body and governing body of an entity managing a charter school may hold meetings. Currently pending before the Legislature three additional bills:

- Assembly Bill No. 1505 (O'Donnell) would make changes to the process for charter school authorization, appeals, and renewal, including, among other important changes, increasing the authority of local school district governing boards to choose which charter schools are approved in their communities and to consider the fiscal impact of charter schools on the current students in the local school district.
- Assembly Bill No. 1506 (McCarty) would establish a statewide and local cap on the number of charter schools allowed to operate in California.
- Assembly Bill No. 1507 (Smith) would eliminate the authorization for a charter school to locate outside the boundaries of its authorizer in specified instances.

The Board of Trustees is requested to adopt Resolution No. 2018/19-BOT-03 to renew its call for the Legislature to make changes to existing charter law, to confirm its support for the passage and enactment of these bills, and to once again urge the enactment of a moratorium on charter schools until such changes have been passed and enacted.

Budget Implication:

There is no impact to the budget.

Staff Recommendation:

It is recommended that the Board of Trustees adopt Resolution No. 2018/19-BOT-03, by a roll call vote. **[EXHIBIT F]**

BUSINESS SERVICES

11.7 **Agreement, Lozano Smith, LLP**

ACTION ITEM

Background Information:

The District, at times, requires the services of outside legal services to provide information, clarification, and training for staff. The District utilizes Orange County Department of Education counsel as much as possible for legal services, but sometimes there are requirements that are outside the scope of the services and expertise they provide to the District. In these circumstances, outside counsel is recommended and utilized.

Current Consideration:

The District would like to engage the services of the legal firm Lozano Smith, LLP to provide legal services, including consultation, as well as presentations to staff as requested by the District. Services will be provided from May 8, 2019, through June 30, 2021, for legal services.

Budget Implication:

Services will be provided at cost not to exceed \$10,000 per year. (General Funds)

Staff Recommendation:

It is recommended that the Board of Trustees approve the agreement. **[EXHIBIT G]**

EDUCATIONAL SERVICES

11.8 **Revised Board Policy 6317.15 (3513.3), Tobacco-Free School and Workplace, First Reading** **ACTION ITEM**

Background Information:

In 2014, for the first time ever, teen use of e-cigarettes surpassed the use of traditional cigarettes. Electronic smoking devices (ESDs) or electronic nicotine delivering systems (ENDS), also known as e-cigarettes, hookahs, mods, and/or vape pens are a technology-chic version of the traditional cigarette. The District has several policies that prohibit tobacco possession and use on and in District facilities and at school sponsored events. This includes school buildings and grounds, District vehicles, personal vehicles used to transport students, and sites leased or rented by the District for school sponsored events.

Current Consideration:

To comply with the Tobacco Use and Prevention Education (TUPE) grant, it is necessary to update policies surrounding tobacco and define types of tobacco products in Board Policy 6317.15, Tobacco-Free School and Workplace. The updates define "smoking" and "tobacco products" in the District's Board Policy language. The language also includes the definition of smoking and adds ESDs and ENDS to Policy 6317.15 Tobacco-Free School and Workplace.

Budget Implication:

There is no impact to the budget.

Staff Recommendation:

It is recommended that the Board of Trustees review the first reading of revised Board Policy 6317.15 (3513.3). **[EXHIBIT H]**

11.9 **Agreement, Orange County Department of Education (OCDE)** **ACTION ITEM**

Background Information:

The Community Interpreter training is a comprehensive, 40-hour certificate program. It is an interactive, skills-based program. The sessions include an overview of community interpreting today, protocols and skills, memory skills, note taking, strategic mediation, professional identity, Individualized Education Plan (IEP) terminology, as well as managing the role as an interpreter. The Orange County Department of Education (OCDE) offers training on what interpreters need to know to work as a professional interpreter.

Current Consideration:

OCDE will provide training to District translators/interpreters. Services are being provided April 1, 2019, through May 31, 2019.

Budget Implication:

Total cost for services is not to exceed \$9,000. (Title III Funds)

Staff Recommendation:

It is recommended that the Board of Trustees ratify the agreement. **[EXHIBIT I]**

11.10 **Secondary District Plan and Application for Work Experience Education Program**

ACTION ITEM

Background Information:

The District's plan for the Work Experience Education Program must be updated and approved by the Board of Trustees every three years. The plan includes the Work Experience Education course description, course outline, work training agreement, procedures for granting academic credit, and the Work Experience Education job description.

Current Consideration:

Approval of the plan for Work Experience Education Program will allow the District to continue to offer the Work Experience course, where students learn and reflect on critical employability skills and apply them in the workplace at their own jobs outside of school hours. This course provides key opportunities to emphasize the 5Cs in the workplace and prepare students for career success.

Budget Implication:

There is no impact to the budget.

Staff Recommendation:

It is recommended that the Board of Trustees approve the Secondary District Plan and Application. **[EXHIBIT J]**

11.11 **School-Sponsored Student Organizations**

ACTION ITEM

Background Information:

The Board of Trustees shall give approval for the establishment of all student organizations. The proposed organizations shall not engage in any activities, other than those that are organizational in nature, until the Board of Trustees has approved its application.

Current Consideration:

The following schools have submitted school-sponsored student organization applications:

- 11.11.1 Taekwondo Club, Cypress High School **[EXHIBIT K]**
- 11.11.2 Protecting Animal Welfare Society (PAWS), Kennedy High School **[EXHIBIT L]**
- 11.11.3 Students United Club, Kennedy High School **[EXHIBIT M]**
- 11.11.4 Technology Student Association, Kennedy High School **[EXHIBIT N]**
- 11.11.5 Pep Club, Dale Junior High School **[EXHIBIT O]**
- 11.11.6 Gay Straight Alliance, Lexington Junior High School **[EXHIBIT P]**
- 11.11.7 Civics Core Club, Walker Junior High School **[EXHIBIT Q]**

Budget Implication:

Each school-sponsored student organization offsets operational costs through donations and fundraising efforts.

Staff Recommendation:

It is recommended that the Board of Trustees approve the school-sponsored organization applications.

HUMAN RESOURCES

11.12 **Public Hearing, Disclosure of Collective Bargaining Agreement with CSEA**

INFORMATION ITEM

Background Information:

The Board of Trustees is requested to hold a public hearing on the collective bargaining agreement with the California School Employees Association (CSEA) for 2018-19, in accordance with AB 1200 (Statutes of 1991, G.C. 3547.3, Chapter 1213). Copies of the disclosure are available for review and study in the Business Office, 501 N. Crescent Way, Anaheim, California 92801.

Current Consideration:

After the negotiation process with CSEA has concluded, the collective bargaining agreement is presented to the public via a Board of Trustees' meeting. This is the public's opportunity to provide feedback and voice their support or any concerns associated with the agreement.

Budget Implication:

There is no impact to the budget.

Staff Recommendation:

Although this is an information item only, requiring no formal action by the Board of Trustees, it is recommended that the Board formally open the public hearing to provide the public an opportunity to speak on the proposed agreement.

11.13 **Adoption of the 2018-19 Collective Bargaining Agreement with CSEA**

ACTION ITEM

Background Information:

The District entered into contract negotiations with the California School Employees Association (CSEA) for a successor agreement after proposals were brought forth by both parties. Negotiations were held and a tentative agreement was reached by both parties and ratified by CSEA.

Current Consideration:

The tentative agreement includes a 1.75 percent increase on the salary schedule retroactive to July 1, 2018, and an increase to the District's maximum contribution to the benefits cap for medical insurance for 2019. The agreements also include other contract language changes.

Budget Implication:

The increase for the 1.75 percent salary will impact the budget with an additional estimated expense of \$762,856 per year. (General Funds)

Staff Recommendation:

It is recommended that the Board of Trustees adopt the 2018-19 collective bargaining agreement with CSEA. **[EXHIBITS R and S]**

11.14 **2017-18 Classified Employee Salary Schedule, California School Employees Association (CSEA)**

Background Information:

The California Public Employees' Retirement System (CalPERS) requires the Board of Trustees to formally approve classified salary schedules, along with any subsequent additions, corrections, or modifications made to the schedules. Additional modifications continue to be necessary to accurately represent necessary updates and corrections on the schedules.

Current Consideration:

Adopt modifications to the CSEA classified salary schedule. The proposed modifications include corrected longevity stipend amounts retroactive to July 1, 2017.

Budget Implication:

The total cost is not to exceed \$3,742. (General Funds)

Staff Recommendation:

It is recommended that the Board of Trustees adopt the 2017-18 salary schedule for CSEA as submitted. **[EXHIBIT T]**

11.15 **Public Hearing, Disclosure of Collective Bargaining Agreement with MMA**

INFORMATION ITEM

Background Information:

The Board of Trustees is requested to hold a public hearing on the collective bargaining agreement with the Mid-Managers Association (MMA) for 2018-19, in accordance with AB 1200 (Statutes of 1991, G.C. 3547.3, Chapter 1213). Copies of the disclosure are available for review and study in the Business Office, 501 N. Crescent Way, Anaheim, California 92801.

Current Consideration:

After the negotiation process with MMA has concluded, the collective bargaining agreement is presented to the public via a Board of Trustees' meeting. This is the public's opportunity to provide feedback and voice their support or any concerns associated with the agreement.

Budget Implication:

There is no impact to the budget.

Staff Recommendation:

Although this is an information item only, requiring no formal action by the Board of Trustees, it is recommended that the Board formally open the public hearing to provide the public an opportunity to speak on the proposed agreement.

11.16 **Adoption of the 2018-19 Collective Bargaining Agreement with MMA** **ACTION ITEM**

Background Information:

The District entered into contract negotiations with the Mid-Managers Association (MMA) for a successor agreement after proposals were brought forth by both parties. Negotiations were held and a tentative agreement was reached by both parties and ratified by MMA.

Current Consideration:

The tentative agreement includes a 1.75 percent increase on the salary schedule retroactive to July 1, 2018, and an increase to the District's maximum contribution to the benefits cap for medical insurance for 2019.

Budget Implication:

The increase for the 1.75 percent salary will impact the budget with an additional estimated expense of \$ \$32,300 per year. (General Funds)

Staff Recommendation:

It is recommended that the Board of Trustees adopt the 2018-19 collective bargaining agreement with MMA. **[EXHIBITS U and V]**

11.17 **Certificated Administrators, Classified Management, and Classified Confidential Parental Leave**

ACTION ITEM

Background Information:

The Anaheim Leadership Team Association (ALTA) are non-bargaining employees of the District. Changes for ALTA members are reviewed each year and are commensurate with increases (or decreases due to furlough) with the classified and certificated employee bargaining units. The Board must approve any changes to ALTA benefits.

Current Consideration:

Due to the agreements with the Anaheim Secondary Teachers Association (ASTA) to grant, upon request, pregnant unit members paid maternity leave for up to six weeks after the birth of a child, unrepresented pregnant employees shall also receive, upon request, up to six weeks of paid maternity leave after the birth of a child. This change is effective March 20, 2019.

Budget Implication:

Paid maternity leave benefits for unrepresented members will impact the budget with an additional estimated expense of \$387,000. (General Funds)

Staff Recommendation:

It is recommended that the Board of Trustees ratify the paid maternity leave for administrators, classified management, and confidential employees.

11.18 **2017-18 Classified Employee Salary Schedule, Mid-Managers Association (MMA)**

Background Information:

The California Public Employees' Retirement System (CalPERS) requires the Board of Trustees to formally approve classified salary schedules, along with any subsequent additions, corrections, or modifications made to the schedules. Additional modifications continue to be necessary to accurately represent necessary updates and corrections on the schedules.

Current Consideration:

Adopt modifications to the MMA classified salary schedule. The proposed modifications include corrected longevity stipend amounts retroactive to July 1, 2017.

Budget Implication:

The total cost is not to exceed \$527. (General Funds)

Staff Recommendation:

It is recommended that the Board of Trustees adopt the 2017-18 salary schedule for MMA as submitted. **[EXHIBIT W]**

11.19 **Amended 2019-20 Student/Teacher Calendar**

ACTION ITEM

Background Information:

The Student/Teacher Calendar is an instructional calendar that is negotiated between the District and the Anaheim Secondary Teacher's Association (ASTA). The District and ASTA engaged in negotiations and reached a tentative agreement for Student/Teacher Calendars for the 2019-20 school year.

Current Consideration:

On January 18, 2018, the Board of Trustees approved the 2019-20 Student/Teacher Calendar, which specify all teacher start/end dates, student start/end dates, vacation periods, and holidays. Additionally, the calendars dates for staff development days/non-student days, quarters, semesters, and deadlines for progress reports and grades. This amended calendar corrects the start date of the fourth quarter to March 9, 2020.

Budget Implication:

There is no impact to the budget.

Staff Recommendation:

It is recommended that the Board of Trustees adopt the amended 2019-20 Student/Teacher Calendar. **[EXHIBIT X]**

11.20 **Memorandum of Understanding (MOU) between Anaheim Union High School District and the Anaheim Secondary Teachers Association (ASTA), 2020-21 Student/Teacher Calendar**

ACTION ITEM

Background Information:

The Student/Teacher Calendar is an instructional calendar that is negotiated between the District and ASTA. The District and ASTA engaged in negotiations and reached a tentative agreement for Student/Teacher Calendar for the 2020-21 year.

Current Consideration:

The 2020-21 Student/Teacher Calendar maintains a similar pattern as the calendar of the current year and the previous two years. The first student day for the 2020-21 year will be August 12, 2020. There will be 180 instructional days and 185 teacher work days. Additionally, federal legal holidays and District holidays are designated.

Budget Implication:

There is no impact to the budget.

Staff Recommendation:

It is recommended that the Board of Trustees approve the MOU. **[EXHIBIT Y]**

SUPERINTENDENT'S OFFICE

11.21 **Employment Agreement and Compensation for Superintendent** **ACTION ITEM**

Background Information:

On June 14, 2018, the Board of Trustees approved an addendum to the employment agreement for the Superintendent. The Superintendent's employment agreement indicates that the Board of Trustees may annually review the salary and, with consent of the Board of Trustees, may increase the salary at any time during the agreement.

Current Consideration:

On March 5, 2019, the Board approved an agreement with the Anaheim Secondary Teachers Association that provided a 1.75 percent salary increase retroactive to July 1, 2018. On April 11, 2019, the Board approved a 1.75 percent salary increase retroactive to July 1, 2018, for the Anaheim Leadership Team Association, which comprises the District's management personnel, excluding the Superintendent and upper-level management employees. The Superintendent's employment agreement indicates that the Board may annually review the salary and, with consent of the Board, may increase the salary at any time during the agreement.

Budget Implication:

There is not a known budget impact at this time.

Staff Recommendation:

It is recommended that the Board of Trustees discuss the Superintendent's employment agreement and compensation, as well as provide further direction to staff.

11.22 **Employment Agreements and Compensation for Assistant Superintendents, Chief Academic Officer, and District Counsel** **ACTION ITEM**

Background Information:

Employment agreements are required for unrepresented upper-level management employees. On June 14, 2018, the Board of Trustees approved the amendments to employment agreements with the Assistant Superintendent of Educational Services, Assistant Superintendent of Human Resources, Assistant Superintendent of Business Services, and Chief Academic Officer. On October 11, 2018, the Board of Trustees approved the employment agreement with District Counsel.

Current Considerations:

On March 5, 2019, the Board approved an agreement with the Anaheim Secondary Teachers Association that provided a 1.75 percent salary increase retroactive to July 1, 2018. On April 11, 2019, the Board approved a 1.75 percent salary increase retroactive to July 1, 2018, for the Anaheim Leadership Team Association, which comprises the District's management personnel, excluding the Superintendent and upper-level management employees. The employment agreements with the Assistant Superintendent of Educational Services, Assistant Superintendent of Human Resources, Assistant Superintendent of Business Services, Chief Academic Officer, and District Counsel indicate that the Board may annually review the salary and, with consent of the Board, may increase the salary at any time during the agreement.

Budget Implication:

There is not a known budget impact at this time.

Staff Recommendation:

It is recommended that the Board of Trustees discuss the employment agreements and compensation for the following upper-level management employees:

1. Jaron Fried, Ed.D., Assistant Superintendent, Educational Services;
2. Brad Jackson, Assistant Superintendent, Human Resources;
3. Jennifer Root, Ed.D., Assistant Superintendent, Business Services; and
4. Manuel Colón, Chief Academic Officer;
5. Karl H. Widell, District Counsel

12. **CONSENT CALENDAR**

ACTION ITEM

The Board will list consent calendar items that they wish to pull for discussion.

The Board of Trustees is requested to approve/ratify items listed under the consent calendar. These items are considered routine and are acted on by the Board of Trustees in one motion. It is understood that the administration recommends approval of all consent calendar items. Each item on the consent calendar, approved by the Board, shall be deemed to have been considered in full and approved/ratified as recommended. There is no discussion of these items prior to the Board vote unless a member of the Board, staff, or the public requests specific items be discussed or removed from the consent calendar.

BUSINESS SERVICES

12.1 **Agreement Amendment, Environmental Network Corporation (ENCORP)**

Background Information:

The District requires EPA/AHERA inspections and reports, as well as hazardous material abatement consulting and inspection services at all District sites. Over the past years, Environmental Network Corporation (ENCORP) has been providing the District with these services, mainly for the District's Maintenance and Facilities renovation projects, and for the updating of associated historical data.

Current Consideration:

The District has an interest in continuing to utilize the services provided by ENCORP. An Amendment to the Agreement will continue the services through April 14, 2020. ENCORP provides high quality service and value with their expertise, as well as experience working with the District.

Budget Implication:

The amendment to the current agreement will be for a total cost not to exceed \$220,000 for required EPA/AHERA inspections and reports, as well as \$550,000 for hazardous material abatement and consulting services for the upcoming Measure H projects, and other work associated with the Maintenance and Facilities departments. (Maintenance Funds, Routine Restricted Maintenance Funds, Measure H Funds, Facilities Funds, and/or other funds as appropriate)

Staff Recommendation:

It is recommended that the Board of Trustees approve the amendment to the agreement with ENCORP. **[EXHIBIT Z]**

12.2 **Notice of Completion**

The Board of Trustees is requested to approve the notice of completion as listed.

Bid #2018-14, Districtwide	P.O. #M64A0064
Roof Maintenance (Maintenance Funds)	
aCabral Roofing Group	
Original Contract	\$586,131.29
Contract Changes	\$0
Total Amount Paid	\$586,131.29

Staff Recommendation:

It is recommended that the Board of Trustees authorize the assistant superintendent, Business to accept all listed work as complete and authorize the filing of the notice of completion with the Office of the County Recorder.

12.3 **Award of Bids**

The Board of Trustees is requested to award the following bids:

<u>Bid#</u>	<u>Service</u>	<u>Award</u>	<u>Amount</u>
2019-33	Anaheim High School Security Fencing (Measure H Funds and other funds as appropriate)	Wolverine Fence Company, Inc.	\$239,000
2019-35	Western High School Parking Lot Improvements (Measure H Funds and other funds as appropriate)	Fast-Track Construction Corp.	\$2,580,000
2019-36	Ball Junior High School Site Improvements (Measure H Funds and other funds as appropriate)	J.L. Cobb	\$1,207,186
2019-37	Districtwide Classroom Repairs-Painting (Maintenance Funds)	GDL Best Contractors, Inc.	\$71,500
2019-38	Districtwide Classroom Repairs-Abatement (Maintenance Funds)	Environmental Remediation Contractors, Inc. (ERC)	\$89,300
2019-39	Districtwide Classroom Repairs-Polished Concrete (Maintenance Funds)	GDL Best Contractors, Inc.	\$89,000

2019-40	Districtwide Prop 39 Multi-Site Pool Pump VFD Installation (Prop 39 Funds and other funds as appropriate)	Horizon Mechanical Contractors of California	\$149,087
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Staff Recommendation:

It is recommended that the Board of Trustees award the bids as listed.

12.4 **Declaring Certain Furniture and Equipment as Unusable, Obsolete, and/or Out-of-Date, and Ready for Sale or Destruction**

Staff Recommendation:

It is recommended that the Board of Trustees approve the list of District furniture and equipment as unusable, obsolete, and/or out-of-date, and ready for sale or destruction, as well as authorize proper disposal in accordance with Education Code Section 17545 et al. **[EXHIBIT AA]**

12.5 **Declaring Certain Textbooks and Instructional Materials as Unusable, Obsolete, and/or Out-of-Date, Damaged, and Ready for Sale or Destruction**

Staff Recommendation:

It is recommended that the Board of Trustees approve the list of District textbooks and instructional materials as unusable, obsolete, and/or out-of-date, damaged, and ready for sale or destruction as surplus, as well as authorize staff to dispose of the textbooks and instructional materials in accordance with Education Code Section 60510 et al. **[EXHIBIT BB]**

12.6 **Donations**

Staff Recommendation:

It is recommended that the Board of Trustees accept the donations as submitted. **[EXHIBIT CC]**

12.7 **Purchase Order Detail Report and Change Orders**

Staff Recommendation:

It is recommended that the Board of Trustees ratify the reports April 2, 2019, through April 25, 2019. **[EXHIBITS DD and EE]**

12.8 **Check Register/Warrants Report**

Staff Recommendation:

It is recommended that the Board of Trustees ratify the report April 2, 2019, through April 25, 2019. **[EXHIBIT FF]**

12.9 **SUPPLEMENTAL INFORMATION**

12.9.1 ASB Fund, March 2019 **[EXHIBIT GG]**

12.9.2 Cafeteria Fund, February 2019 **[EXHIBIT HH]**

12.9.3 Enrollment, Month 9 **[EXHIBIT II]**

EDUCATIONAL SERVICES

12.10 **Educational Consulting Agreement, Mikva Challenge Grant Foundation, Inc.**

Background Information:

Mikva Challenge Grant Foundation is a nonpartisan 501(c)(3) organization, founded in 1997 as a tribute to former White House Counsel, Judge, and U.S. Congressman Abner Mikva and his wife Zoe, a lifelong education activist. Mikva Challenge develops the next generation of civic leaders, activists, and policy-makers by providing young people with opportunities to actively participate in the political process. Mikva Challenge was founded on the simple premise that youth voice and participation matter and that our civic, as well as political life will be stronger when youth participate and help shape their own future.

Current Consideration:

Mikva Challenge will provide the District with curricula, professional development, and technical assistance, as well as coordination and facilitation for showcases of student voice and civic action projects. Additionally, they will provide school site licenses for all District schools and coordination of community partners involved in the Action Civics Initiative. Services will be provided June 1, 2019, through May 30, 2020.

Budget Implication:

The costs for services are not to exceed \$15,000. (LCFF Funds)

Staff Recommendation:

It is recommended that the Board of Trustees approve the educational consulting agreement. **[EXHIBIT JJ]**

12.11 **WELNET Service Agreement, Focused Fitness, LLC**

Background Information:

Focused Fitness provided training to the District physical education (P.E.) teachers during the three years of the Physical Education Program (PEP) grant from 2008 through 2011. During this time, Focused Fitness worked with the P.E. teachers in developing quality physical education lessons and a Districtwide curriculum guide. Since the PEP grant, the District has also maintained Focused Fitness' online WELNET software system to support the required State physical fitness testing and has continued to provide professional development for the PE/Health Department consolidation and curriculum alignment.

Current Consideration:

The WELNET online assessment tool records and analyzes individual student physical fitness testing results. To continue the recording and analysis of student physical fitness data, a renewal of the WELNET Service Agreement is needed. The renewal will provide services July 1, 2019, and will remain in effect for three years after the effective date.

Budget Implication:

The total cost is not to exceed \$1,500. (LCFF Funds)

Staff Recommendation:

It is recommended that the Board of Trustees approve the service agreement. **[EXHIBIT KK]**

12.12 **Agreement, Capturing Kids' Hearts, The Flippen Group**

Background Information:

Founded in 1990 by educator, psychotherapist, and New York Times® best-selling author, Flip Flippen, The Flippen Group has become one of the fastest growing professional development organizations in the world. They combine their passion for people with scientific research to build teams and individuals into models of achievement. Their research-based tools and processes combined with expert coaching and training have brought transformation to many of the most respected school districts, Fortune 500 companies, governments, sports teams, and non-profit corporations in the world. Their mission: Building relationships and processes that bring out the best in people.

Current Consideration:

The Flippen Group will provide five Capturing Kids' Hearts sessions to District school sites. Services will be provided for up to 50 staff members in each session. The sessions will be scheduled in the summer and fall of 2019. The agreement will be signed following Board approval.

Budget Implication:

The total cost for the five sessions is not to exceed \$127,000. (LCFF Funds)

Staff Recommendation:

It is recommended that the Board of Trustees approve the agreement. [EXHIBIT LL]

12.13 **Institutional Membership, College Board**

Staff Recommendation:

It is recommended that the Board of Trustees ratify the membership with College Board for 2018-19 year, at an amount not to exceed \$400. (General Funds)

12.14 **Instructional Materials Submitted for Adoption**

The Instructional Materials Review Committee has recommended the selected books for English Language Development, history and social science, mathematics, and world language courses. The books have been made available for public view.

Staff Recommendation:

It is recommended that the Board of Trustees adopt the selected materials. [EXHIBIT MM]

12.15 **Instructional Materials Submitted for Display**

The Instructional Materials Review Committee recommended the selected material for display, for courses in dual enrollment, English Language Development, and mathematics. Before the materials can be approved for adoption, they must be made available for public review. The Board of Trustees will be requested to consider adoption of the materials following the end of the period of public display, May 8, 2019, through June 13, 2019.

Staff Recommendation:

It is recommended that the Board of Trustees approve the display. [EXHIBIT NN]

12.16 **Individual Service Contracts**

Staff Recommendation:

It is recommended that the Board of Trustees approve/ratify the individual service contracts as submitted. (Special Education Funds) [EXHIBIT OO]

12.17 **Field Trip Report**

Staff Recommendation:

It is recommended that the Board of Trustees approve/ratify the report as submitted. [EXHIBIT PP]

HUMAN RESOURCES

12.18 **Agreement Addendum, University of Southern California**

Background Information:

The District has traditionally entered into agreements with university programs to provide opportunities for university students to meet their field work requirements and to gain valuable experience in a professional setting within our District schools. The District has had a student teaching agreement in place with the University of Southern California since 2011.

Current Consideration:

This is an addendum to the current agreement already in place with the University of Southern California Rossier School of Education. The current agreement expires on June 30, 2020. University students will meet with school site supervisors. Additionally, professional attire, development, and conduct will be reviewed. This agreement will be in effect June 14, 2018, through June 30, 2020. The addendum will be signed following Board approval.

Budget Implication:

There is no impact to the budget.

Staff Recommendation:

It is recommended that the Board of Trustees approve the addendum. [EXHIBIT QQ]

12.19 **Certificated Personnel Report**

Staff Recommendation:

It is recommended that the Board of Trustees approve/ratify the report as submitted. [EXHIBIT RR]

12.20 **Classified Personnel Report**

Staff Recommendation:

It is recommended that the Board of Trustees approve/ratify the report as submitted. [EXHIBIT SS]

SUPERINTENDENT'S OFFICE

12.21 **Conferences and/or Meetings**

It is recommended that the Board of Trustees approve the attendance to the following conference by Trustees Jabbar and Randle-Trejo with payment of necessary expenses (travel, hotel, parking, taxi, etc.)

California School Boards Association (CSBA) Delegate Assembly meeting, May 17-19, 2019, Sacramento, CA, at a cost not to exceed \$3,000. (General Funds)

Staff Recommendation:

It is recommended that the Board of Trustees approve the attendance of Trustees Jabbar and Randle-Trejo to attend the conference with payment of necessary expenses.

13. **SUPERINTENDENT AND STAFF REPORT** ***INFORMATION ITEM***

14. **BOARD OF TRUSTEES' REPORT** ***INFORMATION ITEM***

Announcements regarding school visits, conference attendance, and meeting participation.

15. **ADVANCE PLANNING** ***INFORMATION ITEM***

15.1 **Future Meeting Dates**

The next regular meeting of the Board of Trustees will be held on Thursday, June 13 2019, at 6:00 p.m.

Thursday, June 20

Thursday, July 11

Thursday, August 15

Thursday, September 12

Thursday, October 10

Tuesday, November 5

Thursday, December 12

15.2 **Suggested Agenda Items**

16. **ADJOURNMENT** ***ACTION ITEM***

In compliance with the Americans with Disabilities Act, individuals with a disability who require modification or accommodation in order to participate in this meeting should contact the executive assistant to the superintendent at (714) 999-3503 by noon on Friday, May 3, 2019.

**RESOLUTION OF THE BOARD OF TRUSTEES OF THE
ANAHEIM UNION HIGH SCHOOL DISTRICT**

**PROCUREMENT OF LEARNING MANAGEMENT SYSTEM
SOLUTIONS DISTRICTWIDE**

RESOLUTION NO. 2018/19-B-21

May 7, 2019

On the motion of Trustee _____ and duly seconded, the following resolution was adopted:

WHEREAS, the Board of Trustee of the Anaheim Union High School District ("District") intends on expending funds to procure a Learning Management System (LMS) Solution Districtwide; and

WHEREAS, due to the highly specialized and unique nature of technology, telecommunications, related equipment, software, and services, and due to the fact that such services, products and materials of such nature are undergoing rapid technological changes, and in order to allow for the introduction of new technological changes into the operations, it is in the District's best interest to procure a LMS Solution Districtwide in accordance with Public Contract Code Section 20118.2; and

WHEREAS, Public Contract Code Section 20118.2 further states that it is in the District's best interest to consider, in addition to price, factors such as vendor financing, performance reliability, standardization, life-cycle costs, delivery timetables, support logistics, the broadest possible range of competing products and materials available, fitness of purchase, manufacturer's warranties, and similar factors in the award of contracts for technology, telecommunications, related equipment, software, and services; and

WHEREAS, the District intends on procuring software; training; implementation and services; (collectively, "Learning Management System"); for all sites within the District; and

WHEREAS, the procurement of the Learning Management System will be funded with General Fund proceeds; and

WHEREAS, the District finds that the Learning Management System being procured by the District is not available in substantial quantities to the general public, and therefore, qualifies for procurement pursuant to Public Contract Code Section 20118.2; and

WHEREAS, in accordance with Public Contract Code Section 20118.2(d), the District issued Request for Proposal (RFP) 2019-30 LMS Solution Districtwide for the procurement of the Learning Management System which included, the following:

1. An RFP was prepared and submitted to an adequate number of qualified sources, as determined by the District, to permit reasonable competition consistent with the nature and requirement of the procurement.
2. Notice of the RFP was published at least twice in a newspaper of general circulation, at least 10 days before the date for receipt of the proposals.
3. The District made every effort to generate the maximum feasible number of

proposals from qualified sources, and at the two-day mandatory job walk there were over twenty companies that attended, from which five proposals were received.

4. The RFP evaluations were conducted as a two phase process; (a) a paper screening, and (b) a presentation to a committee, through which significant evaluation factors and their relative importance were identified including 1) price, being the highest value; 2) level of service including implementation and delivery; 3) technical proposal; 4) qualifications, past performance, and background; 5) Gradebook; 6) scheduling; 7) interoperability/integrateability; 8) software/solution, functionality, future flexibility, serviceability, scalability, and features, which were used for both phases.
5. All five proposals submitted were accepted, and three passed phase one, which was the paper screening process.
6. A committee comprised of ten teachers and one technology staff member from seven schools, participated in the second phase of the evaluation process, and spent a full day observing presentations, asking questions, evaluating, and determining the solution that best fit the requirements of the District using the criteria established above.
7. The committee utilized a point value for each of the eight criteria in phase two, at which point Schoology, Inc. obtained the most points, 81.1.

NOW, THEREFORE, THE BOARD OF TRUSTEES DOES HEREBY RESOLVE, DETERMINE, AND ORDER AS FOLLOWS:

- Section 1. That the above recitals are all true and correct.
- Section 2. That the District hereby finds that even though Schoology, Inc. had the third lowest price in phase two of the evaluation, Schoology, Inc. obtained the most points (81.1), and was deemed the most qualified bidder whose proposal met all the critical evaluation factors in phase two of the evaluation process.
- Section 3. Public Contract Code Section 20118.2 allowed the District to consider key factors other than just price in determining the award due to the highly specialized requirement of the Learning Management System.
- Section 4. That the Board of Trustees awards RFP 2019-30 LMS Solution Districtwide to Schoology, Inc. based on the two-phase evaluation process set forth above.
- Section 5. That the District's Board of Trustees hereby approves the delegation of authority to the assistant superintendent, Business, who is hereby authorized and directed, pursuant to a majority of the vote of the Board of Trustees and Education Code Section 17604, and similar statutes, to do any and all things that may be deemed necessary or advisable in order to effectuate the purpose and intent of this resolution, all subject to ratification of the Board of Trustees.
- Section 6. That this resolution shall be effective as of the date of its adoption.

PASSED AND ADOPTED by the Board of Trustees of the Anaheim Union High School District this 7th day of May 2019, by the following roll call vote:

AYES:

NOES:

ABSENT:

ABSTAINED:

STATE OF CALIFORNIA)
)
)SS
)
COUNTY OF ORANGE)

I, Michael B. Matsuda, superintendent of the Anaheim Union High School District of Orange County, California, and the secretary to the Board of Trustees thereof, hereby certify that the above and foregoing resolution was duly and regularly adopted by the said Board at the regular meeting thereof held on the 7th day of May 2019, and passed by a roll call vote of all members of said Board.

IN WITNESS WHEREOF, I have hereunto set my hand and seal this 7th day of May 2019.

Michael B. Matsuda
Superintendent and
Secretary to the Board of Trustees

**RESOLUTION OF THE BOARD OF TRUSTEES OF THE
ANAHEIM UNION HIGH SCHOOL DISTRICT**

**Approval of Notice of Exemption for the
Western High School
Parking Lot Improvement Project**

RESOLUTION NO. 2018/19-F-07

May 7, 2019

On the motion of _____ and duly seconded, the following resolution was adopted.

WHEREAS, on July 10, 2014, the Anaheim Union High School District's (District) governing board (Board) approved the District's Facilities Master Plan (FMP) to address the facilities needs of the District over the next ten years; and

WHEREAS, the District owns and operates Western High School, located at 501 S. Western Avenue, in the City of Anaheim, County of Orange, State of California; and

WHEREAS, the Western High School Parking Lot Improvement Project (Project) is one of the projects identified in the approved FMP; and

WHEREAS, on May 7, 2019, the Board awarded a public works contract for the Project; and

WHEREAS, the scope for the Project consists of (1) Reconstruction and reconfiguration of the existing parking lot to improve vehicular circulation and student drop-off areas; (2) Site improvements to address ADA path of travel issues; (3) Site improvements to address drainage issues; (4) Installation of security fencing/gates including masonry pillars; (5) Installation of drought tolerant landscaping and water efficient irrigation system; (6) Upgrade of site utilities; (7) Installation of conduit for future photovoltaic (solar) panels on parking carport sheds with lighting; and (8) Installation of surveillance cameras and exterior lighting; and

WHEREAS, the Board has determined that the Project is categorically and statutorily exempt from the provisions of the California Environmental Quality Act of 1974 ("CEQA"), Public Resources Code Sections 21000 et seq., as amended, pursuant to Title 14, Sections 15301, 15302, 15303, 15304, and 15311 of the California Code of Regulations, as well as Public Resources Code Section 21080.35, as the Project consists of minor alterations of existing structures, facilities, and mechanical equipment involving negligible or no expansion of existing or former use; the replacement of existing structures, facilities, and systems on the same site and having substantially the same purpose and capacity as the structure replaced; the construction and location of limited numbers of new, small structures and installation of small new equipment in small structures; minor alterations in the condition of land and/or vegetation that does not involve removal of healthy, mature, scenic trees; and the construction and placement of minor structures accessory to existing facilities; and

WHEREAS, the combined effect of the different types of CEQA exemptions enumerated above places the Project as a whole outside the purview of CEQA (Surfrider Foundation v. California Coastal Commission (1994) 26 Cal.App.4th 151).

NOW, THEREFORE BE IT RESOLVED, the Board of Trustees of the Anaheim Union High School District hereby resolves and declares, as follows:

Section 1. The Notice of Exemption attached hereto as Exhibit "A" and incorporated herein by reference is approved and adopted.

Section 2. The superintendent or designee is hereby authorized and directed to cause the Notice of Exemption to be executed and timely filed with the Orange County Clerk-Recorder.

The foregoing resolution was passed and adopted at the regular meeting of the Board of Trustees on May 7, 2019, by the following roll call vote.

AYES:

NOES:

ABSTAIN:

ABSENT:

STATE OF CALIFORNIA)
)
) SS
)
COUNTY OF ORANGE)

I, Michael B. Matsuda, superintendent of the Anaheim Union High School District of Orange County, California, and secretary to the Board of Trustees thereof, hereby certify that the above and foregoing resolution was duly and regularly adopted by the said Board at the regular meeting thereof held on the 7th day of May 2019, and passed by a roll call vote of all members of said Board.

IN WITNESS WHEREOF, I have hereunto set my hand and seal this 7th day of May 2019.

Michael B. Matsuda
Superintendent and
Secretary to the Board of Trustees

EXHIBIT "A"

NOTICE OF EXEMPTION

Notice of Exemption

To: Office of Planning and Research From: Anaheim Union High School District
P.O. Box 3044, Room 113 501 North Crescent Way
Sacramento, CA 95812-3044 Anaheim, CA 92801

County Clerk-Recorder
County of Orange
12 Civic Center Plaza, Room 101
Santa Ana, CA 92701

Project Title: Western High School Parking Lot Improvement Project

Project Applicant: Anaheim Union High School District

Project Location – Specific: Western High School, 501 South Western Avenue, Anaheim, CA 92804

Project Location – City: Anaheim Project Location – County: Orange

Description of Nature, Purpose, and Beneficiaries of Project:
Please refer to the Attachment to NOE, included herewith, for a description of the nature and purpose of the project. The beneficiaries will be the students, parents, staff, teachers, and administrators.

Name of Public Agency Approving Project: Anaheim Union High School District

Name of Person or Agency Carrying Out Project Anaheim Union High School District

Exempt Status: (check one):

- | | | |
|-------------------------------------|---|---|
| <input type="checkbox"/> | Ministerial (Sec. 21080(b)(1); 15268) | |
| <input type="checkbox"/> | Declared Emergency (Sec. 21080(b)(3); 15269(a)) | |
| <input type="checkbox"/> | Emergency Project (Sec. 21080(b)(4); 15269(b)-(c)) | |
| <input checked="" type="checkbox"/> | Categorical Exemption. State type and section number: | <u>Please refer to the Attachment to NOE</u> |
| <input checked="" type="checkbox"/> | Statutory Exemptions. State Code number: | <u>Public Resources Code section 21080.35</u> |

Reasons why project is exempt:
Please refer to the Attachment to NOE

Lead Agency
Contact Person: Patricia Neely Area Code/Telephone/Extension: (714) 999-3505

If filed by applicant:

1. Attach certified document of exemption finding.
2. Has a notice of exemption been filed by the public agency approving the project? Yes No

Signature: _____ Date: / /2019 Title: Assistant Superintendent, Business

Signed by Lead Agency Signed by Applicant

Authority cited: Sections 21083 and 21110, Public Resources Code. Date Received for filing at OPR: _____
Reference: Sections 21108, 21152, and 21152.1, Public Resources Code.

ATTACHMENT TO NOTICE OF EXEMPTION
Anaheim Union High School District
Western High School
Parking Lot Improvement Project

Description of Nature, Purpose, and Beneficiaries of Project: The Project consists of (1) Reconstruction and reconfiguration of the existing parking lot to improve vehicular circulation and student drop-off areas; (2) Site improvements to address ADA path of travel issues; (3) Site improvements to address drainage issues; (4) Installation of security fencing/gates including masonry pillars; (5) Installation of drought tolerant landscaping and water efficient irrigation system; (6) Upgrade of site utilities; (7) Installation of conduit for future photovoltaic (solar) panels on parking carport sheds with lighting; and (8) Installation of surveillance cameras and exterior lighting.

Exempt Status: Categorical Exemption. State type and section number: Sections 15301 (Existing Facilities); 15302 (Replacement or Reconstruction); 15303 (New Construction or Conversion of Small Structures); 15304 (Minor Alterations to Land); and 15311 (Accessory Structures)

Reasons why project is exempt:

The Project components are exempt from the California Environmental Quality Act ("CEQA") for the reasons elaborated upon below. Moreover, the Project as a whole is exempt from CEQA because the Project components do not have the potential for causing a significant effect on the environment, whether individually or collectively. The combined effect of the different types of CEQA exemptions enumerated below places the Project as a whole outside the purview of CEQA. (*Surfrider Foundation v. California Coastal Commission* (1994) 26 Cal.App.4th 151.) The Project therefore does not require CEQA action beyond this Notice of Exemption.

- (1) The reconstruction and reconfiguration of the existing parking lot to improve vehicular circulation and student drop-off areas is categorically exempt pursuant to Section 15301, as it consists of a minor alteration of an existing public structure involving negligible or no expansion of existing or former use.
- (2) The site improvements to address ADA path of travel and drainage issues are categorically exempt pursuant to Section 15301, as they consist of minor alterations of existing public structures or facilities involving negligible or no expansion of existing or former use.
- (3) The site improvements to address drainage issues are categorically exempt pursuant to Section 15301, as it consists of a minor alteration of existing public facilities involving negligible or no expansion of existing or former use; Section 15303, as it consists of the construction and location of limited numbers of new, small structures (see paragraph (e), which lists accessory structures as an example); and Section 15311, as it consists of the construction and placement of minor structures accessory to existing facilities.
- (4) The installation of security fencing/gates including masonry pillars is categorically exempt pursuant to Section 15303, as it consists of the construction and location of limited numbers of new, small accessory structures (see paragraph (e), which lists fences as an example); and Section 15311, as it consists of the construction and placement of minor structures accessory to existing institutional facilities.

- (5) The installation of drought tolerant landscaping and a water efficient irrigation system is categorically exempt pursuant to Section 15301, as it consists of the minor alteration of mechanical equipment involving negligible or no expansion of existing or former use; and Section 15304, as it consists of minor public alterations in the condition of land and/or vegetation that do not involve removal of healthy, mature, scenic trees (see paragraph (b), which lists new gardening or landscaping and the replacement of existing conventional landscaping with water efficient landscaping as examples).
- (6) The upgrade of site utilities is categorically exempt pursuant to Section 15301, as it consists of a minor alteration of existing public structures or facilities involving negligible or no expansion of existing or former use; and Section 15302, as it consists of the replacement of existing structures or facilities where the new structures or facilities will be located on the same site and will have substantially the same purpose and capacity as the structures or facilities replaced (see paragraph(c), which lists the replacement of existing utility systems as an example).
- (7) The installation of conduit for future photovoltaic (solar) panels on parking carport sheds with lighting is categorically exempt pursuant to Section 15301, as it consists of a minor alteration of existing public structures or facilities involving negligible or no expansion of existing or former use; and Section 15302, as it consists of the replacement of existing structures or facilities where the new structures or facilities will be located on the same site and will have substantially the same purpose and capacity as the structures or facilities replaced (see paragraph(c), which lists the replacement of existing utility systems as an example).
- (8) The installation of surveillance cameras and exterior lighting is categorically exempt pursuant to Section 15303, as it consists of the location of limited numbers of new, small structures and installation of small new equipment in small structures (see paragraph (d), which lists electrical extensions of reasonable length, and paragraph (e), which lists accessory structures, as examples); and Section 15311, as it consists of the placement of minor structures accessory to existing institutional facilities.

**RESOLUTION OF THE BOARD OF TRUSTEES OF THE
ANAHEIM UNION HIGH SCHOOL DISTRICT**

**Approval of Notice of Exemption for the
Ball Junior High School
Site Improvement Project**

RESOLUTION NO. 2018/19-F-08

May 7, 2019

On the motion of _____ and duly seconded, the following resolution was adopted.

WHEREAS, on July 10, 2014, the Anaheim Union High School District's (District) governing board (Board) approved the District's Facilities Master Plan (FMP) to address the facilities needs of the District over the next ten years; and

WHEREAS, the District owns and operates Ball Junior High School, located at 1500 West Ball Road, in the City of Anaheim, County of Orange, State of California; and

WHEREAS, the Ball Junior High School Site Improvement Project (Project) is one of the projects identified in the approved FMP; and

WHEREAS, on May 7, 2019, the Board awarded a public works contract for the Project; and

WHEREAS, the scope for the Project consists of (1) Reconstruction and reconfiguration of the existing front parking lot to improve vehicular circulation and student drop-off areas; (2) Site improvements to address ADA path of travel issues; (3) Site improvements to address drainage issues; (4) Installation of security fencing, gates including decorative panels; (5) Installation of drought tolerant landscaping and water efficient irrigation system; (6) Upgrade of site utilities; (7) Installation of a digital marquee; and (8) Installation of surveillance cameras and exterior lighting; and

WHEREAS, the Board has determined that the Project is categorically and statutorily exempt from the provisions of the California Environmental Quality Act of 1974 ("CEQA"), Public Resources Code Sections 21000 et seq., as amended, pursuant to Title 14, Sections 15301, 15302, 15303, 15304, and 15311 of the California Code of Regulations, as well as Public Resources Code Section 21080.35, as the Project consists of minor alterations of existing structures, facilities, and mechanical equipment involving negligible or no expansion of existing or former use; the replacement of existing structures, facilities, and systems on the same site and having substantially the same purpose and capacity as the structure replaced; the construction and location of limited numbers of new, small structures and installation of small new equipment in small structures; minor alterations in the condition of land and/or vegetation that does not involve removal of healthy, mature, scenic trees; and the construction and placement of minor structures accessory to existing facilities; and

WHEREAS, the combined effect of the different types of CEQA exemptions enumerated above places the Project as a whole outside the purview of CEQA (Surfrider Foundation v. California Coastal Commission (1994) 26 Cal.App.4th 151).

NOW, THEREFORE BE IT RESOLVED, the Board of Trustees of the Anaheim Union High School District hereby resolves and declares, as follows:

Section 1. The Notice of Exemption attached hereto as Exhibit "A" and incorporated herein by reference is approved and adopted.

Section 2. The superintendent or designee is hereby authorized and directed to cause the Notice of Exemption to be executed and timely filed with the Orange County Clerk-Recorder.

The foregoing resolution was passed and adopted at the regular meeting of the Board of Trustees on May 7, 2019, by the following roll call vote.

AYES:

NOES:

ABSTAIN:

ABSENT:

STATE OF CALIFORNIA)
)
) SS
)
COUNTY OF ORANGE)

I, Michael B. Matsuda, superintendent of the Anaheim Union High School District of Orange County, California, and secretary to the Board of Trustees thereof, hereby certify that the above and foregoing resolution was duly and regularly adopted by the said Board at the regular meeting thereof held on the 7th day of May 2019, and passed by a roll call vote of all members of said Board.

IN WITNESS WHEREOF, I have hereunto set my hand and seal this 7th day of May 2019.

Michael B. Matsuda
Superintendent and
Secretary to the Board of Trustees

EXHIBIT "A"

NOTICE OF EXEMPTION

Notice of Exemption

To: Office of Planning and Research
P.O. Box 3044, Room 113
Sacramento, CA 95812-3044

From: Anaheim Union High School District
501 North Crescent Way
Anaheim, CA 92801

County Clerk-Recorder
County of Orange
12 Civic Center Plaza, Room 101
Santa Ana, CA 92701

Project Title: Ball Junior High School Site Improvement Project

Project Applicant: Anaheim Union High School District

Project Location – Specific: Ball Junior High School, 1500 West Ball Road, Anaheim, CA 92802

Project Location – City: Anaheim Project Location – County: Orange

Description of Nature, Purpose, and Beneficiaries of Project:
Please refer to the Attachment to NOE, included herewith, for a description of the nature and purpose of the project.
The beneficiaries will be the students, parents, staff, teachers, and administrators.

Name of Public Agency Approving Project: Anaheim Union High School District

Name of Person or Agency Carrying Out Project Anaheim Union High School District

Exempt Status: (check one):

- | | | |
|-------------------------------------|---|---|
| <input type="checkbox"/> | Ministerial (Sec. 21080(b)(1); 15268) | |
| <input type="checkbox"/> | Declared Emergency (Sec. 21080(b)(3); 15269(a)) | |
| <input type="checkbox"/> | Emergency Project (Sec. 21080(b)(4); 15269(b)-(c)) | |
| <input checked="" type="checkbox"/> | Categorical Exemption. State type and section number: | <u>Please refer to the Attachment to NOE</u> |
| <input checked="" type="checkbox"/> | Statutory Exemptions. State Code number: | <u>Public Resources Code section 21080.35</u> |

Reasons why project is exempt:
Please refer to the Attachment to NOE

Lead Agency
Contact Person: Patricia Neely Area Code/Telephone/Extension: (714) 999-3505

If filed by applicant:

1. Attach certified document of exemption finding.
2. Has a notice of exemption been filed by the public agency approving the project? Yes No

Signature: _____ Date: / /2019 Title: Assistant Superintendent, Business

Signed by Lead Agency Signed by Applicant

Authority cited: Sections 21083 and 21110, Public Resources Code.
Reference: Sections 21108, 21152, and 21152.1, Public Resources Code.

Date Received for filing at OPR: _____

ATTACHMENT TO NOTICE OF EXEMPTION
Anaheim Union High School District
Ball Junior High School
Site Improvement Project

Description of Nature, Purpose, and Beneficiaries of Project: The Project consists of (1) Reconstruction and reconfiguration of the existing front parking lot to improve vehicular circulation and student drop-off areas; (2) Site improvements to address ADA path of travel issues; (3) Site improvements to address drainage issues; (4) Installation of security fencing, gates including decorative panels; (5) Installation of drought tolerant landscaping and water efficient irrigation system; (6) Upgrade of site utilities; (7) Installation of a digital marquee; and (8) Installation of surveillance cameras and exterior lighting.

Exempt Status: Categorical Exemption. State type and section number: Sections 15301 (Existing Facilities); 15302 (Replacement or Reconstruction); 15303 (New Construction or Conversion of Small Structures); 15304 (Minor Alterations to Land); and 15311 (Accessory Structures)

Reasons why project is exempt:

The Project components are exempt from the California Environmental Quality Act ("CEQA") for the reasons elaborated upon below. Moreover, the Project as a whole is exempt from CEQA because the Project components do not have the potential for causing a significant effect on the environment, whether individually or collectively. The combined effect of the different types of CEQA exemptions enumerated below places the Project as a whole outside the purview of CEQA. (*Surfrider Foundation v. California Coastal Commission* (1994) 26 Cal.App.4th 151.) The Project therefore does not require CEQA action beyond this Notice of Exemption.

- (1) The reconstruction and reconfiguration of the existing front parking lot to improve vehicular circulation and student drop-off areas is categorically exempt pursuant to Section 15301, as it consists of a minor alteration of an existing public structure involving negligible or no expansion of existing or former use.
- (2) The site improvements to address ADA path of travel and drainage issues are categorically exempt pursuant to Section 15301, as they consist of minor alterations of existing public structures or facilities involving negligible or no expansion of existing or former use.
- (3) The site improvements to address drainage issues are categorically exempt pursuant to Section 15301, as it consists of a minor alteration of existing public facilities involving negligible or no expansion of existing or former use; Section 15303, as it consists of the construction and location of limited numbers of new, small structures (see paragraph (e), which lists accessory structures as an example); and Section 15311, as it consists of the construction and placement of minor structures accessory to existing facilities.
- (4) The installation of security fencing, gates including decorative panels is categorically exempt pursuant to Section 15303, as it consists of the construction and location of limited numbers of new, small accessory structures (see paragraph (e), which lists fences as an example); and Section 15311, as it consists of the construction and placement of minor structures accessory to existing institutional facilities.
- (5) The installation of drought tolerant landscaping and a water efficient irrigation system is categorically exempt pursuant to Section 15301, as it consists of the minor alteration of mechanical equipment involving negligible or no expansion of existing or former use; and Section 15304, as it consists of minor public alterations in the condition of land and/or vegetation that do not involve removal of healthy, mature, scenic trees (see paragraph

(b), which lists new gardening or landscaping and the replacement of existing conventional landscaping with water efficient landscaping as examples).

- (6) The upgrade of site utilities is categorically exempt pursuant to Section 15301, as it consists of a minor alteration of existing public structures or facilities involving negligible or no expansion of existing or former use; and Section 15302, as it consists of the replacement of existing structures or facilities where the new structures or facilities will be located on the same site and will have substantially the same purpose and capacity as the structures or facilities replaced (see paragraph(c), which lists the replacement of existing utility systems as an example).
- (7) The installation of a digital marquee is categorically exempt pursuant to Section 15303, as it consists of the construction and location of a small structure (see paragraph (d), which lists utility extensions of reasonable length to serve such construction, and paragraph (e), which lists accessory structures, as examples); and Section 15311, as it consists of the construction and placement of a minor structure accessory to existing institutional facilities.
- (8) The installation of surveillance cameras and exterior lighting is categorically exempt pursuant to Section 15303, as it consists of the location of limited numbers of new, small structures and installation of small new equipment in small structures (see paragraph (d), which lists electrical extensions of reasonable length, and paragraph (e), which lists accessory structures, as examples); and Section 15311, as it consists of the placement of minor structures accessory to existing institutional facilities.

RESOLUTION OF THE BOARD OF TRUSTEES OF THE ANAHEIM UNION HIGH SCHOOL DISTRICT

SUPPORT OF APPLICATIONS FOR ELIGIBILITY DETERMINATION AND FUNDING

RESOLUTION NO. 2018/19-F-09

May 7, 2019

On the motion of _____ and duly seconded, the following resolution was adopted.

WHEREAS, the Anaheim Union High School District intends to file applications for funding under the School Facility Program as provided in Chapter 12.5, Part 10, Division 1, commencing with Section 17070.10, et seq., of the Education Code; and

WHEREAS, a condition of processing the various applications under the School Facility Program is a resolution in support of those applications from the Anaheim Union High School District Board of Trustees; and

WHEREAS, the Anaheim Union High School District wishes to submit the following applications for eligibility determination and funding, and any other applications as necessary for programs including, but not limited to, modernization, new construction and facility hardship funding:

- Ball Junior High School Drop-off Improvements and Marquee Sign
- Loara High School Aquatic Center Renovation
- Western High School Parking Lot Improvements

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees is in support of necessary applications under the School Facility Program.

The foregoing resolution was passed and adopted at the regular meeting of the Board of Trustees on May 7, 2019, by the following roll call vote.

AYES:

NOES:

ABSTAIN:

ABSENT:

STATE OF CALIFORNIA)
)
) SS
)
 COUNTY OF ORANGE)

I, Michael B. Matsuda, superintendent of the Anaheim Union High School District of Orange County, California, and secretary to the Board of Trustees thereof, hereby certify that the above and foregoing resolution was duly and regularly adopted by the said Board at the regular meeting thereof held on the 7th day of May 2019, and passed by a roll call vote of all members of said Board.

IN WITNESS WHEREOF, I have hereunto set my hand and seal this 7th day of May 2019.

Michael B. Matsuda
Superintendent and
Secretary to the Board of Trustees

**RESOLUTION OF THE BOARD OF TRUSTEES OF THE
ANAHEIM UNION HIGH SCHOOL DISTRICT**

**Classified School Employee Week
May 19-25, 2019**

RESOLUTION NO. 2018/19-HR-05

May 7, 2019

On the motion of Trustee _____ and duly seconded, the following resolution was adopted:

WHEREAS, classified school employees provide valuable services to the schools and students of the Anaheim Union High School District; and

WHEREAS, the theme of the 2019 Classified School Employee Week is Building Connections Inspiring Lives; and

WHEREAS, classified school employees contribute to the establishment and promotion of a positive instructional environment; and

WHEREAS, classified school employees play a vital role in providing for the welfare and safety of Anaheim Union High School District's students; and

WHEREAS, classified school employees employed by the Anaheim Union High School District strive for excellence in all areas relative to the educational community;

NOW, THEREFORE BE IT PROCLAIMED that the Board of Trustees hereby recognizes and wishes to honor the contribution of the classified school employees to quality education in the state of California and in the Anaheim Union High School District, and declares the week of May 19-25, 2019, as "Classified School Employee Week" in the Anaheim Union High School District.

The foregoing resolution was passed and adopted at the regular meeting of the Board of Trustees, on May 7, 2019, by the following roll call vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

STATE OF CALIFORNIA)
)
) SS
)
COUNTY OF ORANGE)

I, Michael B. Matsuda, superintendent of the Anaheim Union High School District, Orange County, California, and secretary to the Board of Trustees thereof, hereby certify that the above and foregoing resolution was duly and regularly adopted by the said board at the regular meeting thereof held on the 7th day of May 2019, and passed by a roll call vote of all members of said Board.

IN WITNESS WHEREOF, I have hereunto set my hand and seal this 7th day of May 2019.

Michael B. Matsuda
Superintendent and Secretary to the
Board of Trustees

**RESOLUTION OF THE BOARD OF TRUSTEES OF THE
ANAHEIM UNION HIGH SCHOOL DISTRICT**

**CALL FOR CHANGES TO THE CALIFORNIA CHARTER SCHOOLS ACT OF 1992
AND A TEMPORARY MORATORIUM ON CHARTER SCHOOL AUTORIZATION**

RESOLUTION NO. 2018/19-BOT-03

May 7, 2019

On the motion of Trustee _____ and duly seconded, the following resolution was adopted.

WHEREAS, the California Constitution, Article 9, section 1 recognizes that the general diffusion of knowledge and intelligence is essential for preservation of the rights and liberties of the people such that the Legislature shall encourage by all suitable means the promotion of intellectual, scientific, moral, and agricultural improvement; and

WHEREAS, the California Constitution, Article 9, section 5 requires that the Legislature provide for a system of common schools by which a free school shall be kept up and supported in each district thus establishing access to a public education as a fundamental right fully guaranteed and protected by the California Constitution; and

WHEREAS, the California Constitution, Article 9, section 8 states that no public money shall ever be appropriated for the support of any sectarian or denominational school, or any school not under the exclusive control of the officers of the public schools; and

WHEREAS, the Legislature established a system of charter schools in California through the enactment of the California Charter Schools Act of 1992, Education Code Section 47600 et seq.; and

WHEREAS, California law currently provides limited and insufficient fiscal, facility, and educational program accountability and transparency for charter schools; and

WHEREAS, local school district governing boards are the best determiners of how local education dollars should be spent to benefit local students, including the appropriate

number and type of schools in their respective districts, but are restricted from considering such factors when deciding whether or not to approve a charter school petition; and

WHEREAS, county offices of education and the State Board of Education have a history of summarily overruling the rigorous evaluations of charter applications by local school boards, undermining the premise of local control wherein districts develop priorities and plans with input from all stakeholders including parents, students, teachers, and community members; and

WHEREAS, California taxpayers and citizens deserve to have transparency and accountability with respect to public school funding; and

WHEREAS, local school districts deserve the right to authorize locally controlled charter schools; and

WHEREAS, the current charter laws regulating charter schools need to be updated to ensure local control, transparency, and accountability to taxpayers, parents, and students; and

WHEREAS, the Board of Trustees unanimously adopted Resolution No. 2018/19-BOT-02, Pledge for Democracy Through Our Public Schools, on April 11, 2019, affirming the social contract binding our hopes for the future to the potential of young people to advance our shared prosperity, tranquility, and liberty, and resolving that publicly-elected officials conduct themselves in ways that protect, maintain, and enhance shared common goods among the American people, prioritizing the equity, excellence, public accountability, and transparency of public schools and their administration by officials elected by the people in order to strengthen civic engagement and participation in civil society; and

WHEREAS, the Board of Trustees unanimously adopted Resolution No. 2015/16-BOT-6, Resolution Requesting an Immediate Temporary Moratorium on Approval of Charter Schools, on March 10, 2016, urging the Legislature of the State of California to enact a

moratorium on charter schools until certain changes to the California Charter Schools Act of 1992 are passed and enacted.

NOW, THEREFORE, BE IT RESOLVED that the Anaheim Union High School District renews its call to the Legislature of the State of California to pass and enact changes to the California Charter Schools Act of 1992, Education Code Section 47600 et seq., restoring local control over charter schools to school districts and their duly elected governing boards, and holding charter schools to the same level of accountability as all public schools;

BE IT FURTHER RESOLVED that the Anaheim Union High School District applauds the passage and enactment of Senate Bill No. 126 (Leyva), requiring charter schools and entities managing charter schools to comply with transparency requirements, including the Ralph M. Brown Act, the California Public Records Act, Government Code Section 1090, and the Political Reform Act of 1974, and specifying the location where a charter school governing body and governing body of an entity managing a charter school may hold meetings;

BE IT FURTHER RESOLVED that the Anaheim Union High School District supports the passage and enactment of Assembly Bill No. 1505 (O'Donnell), making changes to the process for charter school authorization, appeals, and renewal, including, among other important changes, increasing the authority of local school district governing boards to choose which charter schools are approved in their communities and to consider the fiscal impact of charter schools on the current students in the local school district;

BE IT FURTHER RESOLVED that the Anaheim Union High School District supports the passage and enactment of Assembly Bill No. 1506 (McCarty), establishing a statewide and local cap on the number of charter schools allowed to operate in California;

BE IT FURTHER RESOLVED that the Anaheim Union High School District supports the passage and enactment of Assembly Bill No. 1507 (Smith), eliminating the authorization for a charter school to locate outside the boundaries of its authorizer in specified instances;

BE IT FURTHER RESOLVED that the Anaheim Union High School District urges the Legislature of the State of California to enact a moratorium on charter schools until these changes are passed and enacted;

BE IT FURTHER RESOLVED that the Board of Trustees does hereby pass and adopt this resolution, which will be copied to appropriate stakeholders, including:

The Honorable Gavin Newsom, Governor

The Honorable Tony Thurmond, State Superintendent of Public Instruction

The Honorable Sharon Quirk-Silva, Assemblywoman, District 65

The Honorable Patrick O'Donnell, Assemblyman, District 70, Education Committee Chair

The foregoing resolution was passed and adopted at a regular meeting of the Board of Trustees on May 7, 2019, by the following roll call vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

STATE OF CALIFORNIA)
)
) SS
)
COUNTY OF ORANGE)

I, Michael B. Matsuda, superintendent of the Anaheim Union High School District of Orange County, California, and secretary to the Board of Trustees thereof, hereby certify that that the above and foregoing resolution was duly and regularly adopted by the said Board of Trustees at the regular meeting thereof held on the 7th day of May 2019, and passed by a roll call vote of all members of said Board.

IN WITNESS WHEREOF, I have here unto set my hand and seal this 7th day of May 2019.

Michael B. Matsuda
Superintendent and
Secretary to the Board of Trustees



Lozano Smith

ATTORNEYS AT LAW

AGREEMENT FOR LEGAL SERVICES

THIS AGREEMENT is effective May 8, 2019, between the ANAHEIM UNION HIGH SCHOOL DISTRICT (“Client”) and the law firm of LOZANO SMITH, LLP (“Attorney”) (each a “Party” and collectively the “Parties”). Attorney shall provide legal services as requested by Client on the following terms and conditions:

1. **ENGAGEMENT.** Client hires Attorney on an as-requested basis as its legal counsel with respect to matters the Client refers to Attorney. When Client refers a matter to Attorney, Attorney shall confirm availability and ability to perform legal services regarding the matter. After Attorney has completed services for the specific matter referred by Client, then no continuing attorney-client relationship exists until Client requests further services and Attorney accepts a new engagement. If Attorney undertakes to provide legal services to represent Client in such matters, Attorney shall keep Client informed of significant developments and respond to Client’s inquiries regarding those matters. Client understands that Attorney cannot guarantee any particular results, including the costs and expenses of representation. Client agrees to be forthcoming with Attorney, to cooperate with Attorney in protecting Client’s interests, to keep Attorney fully informed of developments material to Attorney’s representation of client, and to abide by this Agreement. Client is hereby advised of the right to seek independent legal advice regarding this Agreement.
2. **RATES TO BE CHARGED.** Client agrees to pay Attorney for services rendered based on the attached rate schedule. Agreements for legal fees on other-than-an-hourly basis may be made by mutual agreement for special projects (including as set forth in future addenda to this Agreement).
3. **REIMBURSEMENT.** Client agrees to reimburse Attorney for actual and necessary expenses and costs incurred in the course of providing legal services to Client, including but not limited to expert, consultant, mediation and arbitration fees. Attorney shall not be required to advance costs on behalf of Client over the amount of \$1,000 unless otherwise agreed to in writing by Attorney. Typical expenses advanced for Client, without prior authorization, include messenger fees, witness fees, expedited delivery charges, travel expenses, court reporter fees and transcript fees. Client authorizes Attorney to retain experts or consultants to perform services for Client in relation to litigation or Specialized Services.
4. **MONTHLY INVOICES.** Attorney shall send Client a statement for fees and costs incurred every calendar month (the “Statement”). Statements shall set forth the amount, rate and description of services provided. Client shall pay Attorney’s Statements within thirty (30) calendar days after receipt. An interest charge of one percent (1%) per month shall be assessed on balances that are more than thirty (30) calendar days past due, not to exceed 10% per annum.

5. COMMUNICATIONS BETWEEN ATTORNEY AND CLIENT. The Parties recognize that all legal advice provided by Attorney is protected by the Attorney-Client and Work Product Privileges. In addition to regular telephone, mail and other common business communication methods, Client hereby authorizes Attorney to use facsimile transmissions, cellular telephone calls and text, unencrypted email, and other electronic transmissions in communicating with Client. Unless otherwise instructed by Client, any such communications may include confidential information.

6. POTENTIAL AND ACTUAL CONFLICTS OF INTEREST. If Attorney becomes aware of any potential or actual conflict of interest between Client and one or more other clients represented by Attorney, Attorney will comply with applicable laws and rules of professional conduct.

7. INDEPENDENT CONTRACTOR. Attorney is an independent contractor and not an employee of Client.

8. TERMINATION.

a. Termination by Client. Client may discharge Attorney at any time, with or without cause, by written notice to Attorney.

b. Termination by Mutual Consent or by Attorney. Attorney may terminate its services at any time with Client's consent or for good cause. Good cause exists if (a) Client fails to pay Attorney's Statement within sixty (60) calendar days of its date, (b) Client fails to comply with other terms of this Agreement, including Client's duty to cooperate with Attorney in protecting Client's interests, (c) Client has failed to disclose material facts to Attorney or (d) any other circumstance exists that requires termination of this engagement under the ethical rules applicable to Attorney. Additionally, to the extent allowed by law, Attorney may decline to provide services on new matters or may terminate the Agreement without cause upon written notice to Client if Attorney is not then providing any legal services to Client. Even if this Agreement is not terminated, under paragraph 1 an attorney-client relationship exists only when Attorney is providing legal services to Client.

c. Following Termination. Upon termination by either Party: (i) Client shall promptly pay all unpaid fees and costs for services provided or costs incurred pursuant to this Agreement up to the date of termination; (ii) unless otherwise required by law or agreed to by the Parties, Attorney will provide no legal services following notice of termination; (iii) Client will cooperate with Attorney in facilitating the orderly transfer of any outstanding matters to new counsel, including promptly signing a substitution of counsel form at Attorney's request; and (iv) Client shall, upon request, be provided the Client's file maintained for the Client by Attorney and shall sign acknowledgment of receipt upon delivery of that file. For all Statements received by Client from Attorney prior to the date of termination, Client's failure to notify Attorney in writing of any disagreement with either the services performed or the charges for those services as shown in the Statement within thirty (30) calendar days of the date of termination shall be

deemed Client's acceptance of and agreement with the Statement. For any billing appearing for the first time on a Statement received by Client from Attorney after the date of termination, failure to notify Attorney in writing of any disagreement with either the services performed or the charges for those services within thirty (30) calendar days from receipt of the Statement shall be deemed to signify Client's acceptance of and agreement with the Statement.

9. MAINTENANCE OF INSURANCE. Attorney agrees that, during the term of this Agreement, Attorney shall maintain liability and errors and omissions insurance.

10. CONSULTANT SERVICES. Attorney works with professional consultants that provide services, including but not limited to investigations, public relations, educational consulting, leadership mentoring and development, financial, budgeting, management auditing, board/superintendent relations, administrator evaluation and best practices, and intergovernmental relations. Attorney does not share its legal fees with such consultants. Attorney may offer these services to Client upon request.

11. DISPUTE RESOLUTION.

a. Mediation. Except as otherwise set forth in this section, Client and Attorney agree to make a good faith effort to settle any dispute or claim that arises under this Agreement through discussions and negotiations and in compliance with applicable law. In the event of a claim or dispute, either Party may request, in writing to the other Party, to refer the dispute to mediation. This request shall be made within thirty (30) calendar days of the action giving rise to the dispute. Upon receipt of a request for mediation, both Parties shall make a good faith effort to select a mediator and complete the mediation process within sixty (60) calendar days. The mediator's fee shall be shared equally between Client and Attorney. Each Party shall bear its own attorney fees and costs. Whenever possible, any mediator selected shall have expertise in the area of the dispute and any selected mediator must be knowledgeable regarding the mediation process. No person shall serve as mediator in any dispute in which that person has any financial or personal interest in the outcome of the mediation. The mediator's recommendation for settlement, if any, is non-binding on the Parties. Mediation pursuant to this provision shall be private and confidential. Only the Parties and their representatives may attend any mediation session. Other persons may attend only with the written permission of both Parties. All persons who attend any mediation session shall be bound by the confidentiality requirements of California Evidence Code section 1115, et seq., and shall sign an agreement to that effect. Completion of mediation shall be a condition precedent to arbitration, unless the other Party refuses to cooperate in the setting of mediation.

b. Dispute Regarding Fees. Any dispute as to attorney fees and/or costs charged under this Agreement shall to the extent required by law be resolved under the California Mandatory Fee Arbitration Act (Bus. & Prof. Code §§ 6200, et seq.).

c. Binding Arbitration. Except as otherwise set forth in section (b) above, Client and Attorney agree to submit all disputes to final and binding arbitration, either following mediation which fails to resolve all disputes or in lieu of mediation as may be agreed by the Parties in writing. Either Party may make a written request to the other for arbitration. If made in lieu of mediation, the request must be made within sixty (60) calendar days of the action giving rise to the dispute. If the request for arbitration is made following an unsuccessful attempt to mediate the Parties' disputes, the request must be made within ten (10) calendar days of termination of the mediation. The Parties shall make a good faith attempt to select an arbitrator and complete the arbitration within ninety (90) calendar days. If there is no agreement on an arbitrator, the Parties shall use the Judicial Arbitration and Mediation Service (JAMS). The arbitrator's qualifications must meet the criteria set forth above for a mediator, except, in addition, the arbitrator shall be an attorney unless otherwise agreed by the Parties. The arbitrator's fee shall be shared equally by both Parties. Each Party shall bear its own attorney fees and other costs. The arbitrator shall render a written decision and provide it to both Parties. The arbitrator may award any remedy or relief otherwise available in court and the decision shall set forth the reasons for the award. The arbitrator shall not have any authority to amend or modify this agreement. Any arbitration conducted pursuant to this paragraph shall be governed by California Code of Civil Procedure sections 1281, et seq. By signing this Agreement, Client acknowledges that this agreement to arbitrate results in a waiver of Client's right to a court or jury trial for any fee dispute or malpractice claim. This also means that Client is giving up Client's right to discovery and appeal. If Client later refuses to submit to arbitration after agreeing to do so, Client maybe ordered to arbitrate pursuant to the provisions of California law. Client acknowledges that before signing this Agreement and agreeing to binding arbitration, Client is entitled, and has been given a reasonable opportunity, to seek the advice of independent counsel.

d. Effect of Termination. The terms of this section shall survive the termination of the Agreement.

12. **ENTIRE AGREEMENT.** This Agreement with its exhibit supersedes any and all other prior or contemporaneous oral or written agreements between the Parties. Each Party acknowledges that no representations, inducements, promises or agreements have been made by any person which are not incorporated herein, and that any other agreements shall be void. Furthermore, any modification of this Agreement shall only be effective if in writing signed by all Parties hereto.

13. **SEVERABILITY.** Should any provision of this Agreement be held by a court of competent jurisdiction to be invalid, void or unenforceable, but the remainder of the Agreement can be enforced without failure of material consideration to any Party, then this Agreement shall not be affected and it shall remain in full force and effect, unless amended or modified by mutual consent of the Parties; provided, however, that if the invalidity or unenforceability of any provision of this Agreement results in a material failure of consideration, then, to the extent allowed by law, the Party adversely affected thereby shall have the right in its sole discretion to terminate this Agreement upon providing written notice of such termination to the other Party.

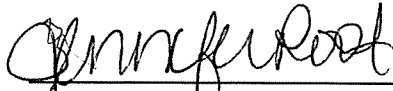
14. NON-WAIVER. None of the provisions of this Agreement shall be considered waived by either Party unless such waiver is specified in writing.

15. NO THIRD PARTY RIGHTS. This Agreement shall not create any rights in, or inure to the benefit of, any third party.

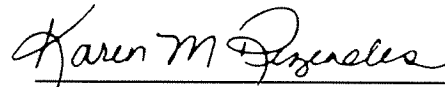
16. ASSIGNMENT. The terms of this Agreement may not be assigned to any third party. Neither Party may assign any right of recovery under or related to the Agreement to any third party.

SO AGREED:

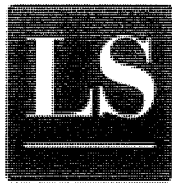
ANAHEIM UNION HIGH SCHOOL DISTRICT LOZANO SMITH, LLP

 4/22/19

Jennifer Root, Ed.D. Date
Assistant Superintendent,
Business Services

 3/19/19

Karen M. Rezendes Date
Managing Partner



Lozano Smith

ATTORNEYS AT LAW

PROFESSIONAL RATE SCHEDULE FOR ANAHEIM UNION HIGH SCHOOL DISTRICT

1. HOURLY PROFESSIONAL RATES

Client agrees to pay Attorney by the following standard hourly rate*:

Partner** / Senior Counsel / Of Counsel	\$ 275 - \$ 300 per hour
Associate	\$ 215 - \$ 275 per hour
Paralegal / Law Clerk	\$ 135 - \$ 155 per hour
Consultant	\$ 135 - \$ 195 per hour

* Rates for individual attorneys within each category above vary based upon years of experience. Specific rates for each attorney are available upon request.

** Rates for work performed by Senior Partners with 20 years of experience or more may range from \$300 - \$350 per hour.

2. BILLING PRACTICE

Lozano Smith will provide a monthly, itemized Statement for services rendered. Time billed is broken into 1/10 (.10) hour increments, allowing for maximum efficiency in the use of attorney time. Invoices will clearly indicate the department or individuals for whom services were rendered.

Written responses to audit letter inquiries will be charged to Client on an hourly basis, with the minimum charge for such responses equaling .5 hours. Travel time shall be prorated if the assigned attorney travels for two or more clients on the same trip.

3. COSTS AND EXPENSES

In-office copying/electronic communication printing	\$ 0.25 per page
Facsimile	\$ 0.25 per page
Postage	Actual Usage
Mileage	IRS Standard Rate

Other costs, such as messenger, meals, and lodging shall be charged on an actual and necessary basis.

TOBACCO-FREE SCHOOL AND WORKPLACE

6317.15 (3513.3)

The Anaheim Union High School District recognizes that the health hazards of tobacco use have been well established and documented. Tobacco products have serious consequences for the user and, in the case of smoking, for the non-user.

The Board of Trustees, therefore, in the best interest of the health and safety of students, employees, and the general public, directs that smoking and the use of tobacco products shall be prohibited on and in school district facilities and at school-sponsored events. This includes school buildings and grounds, district vehicles, personal vehicles used to transport students, and sites leased or rented by the district for school-sponsored events.

District policy defines "tobacco products" to include electronic nicotine delivering systems (ENDS) and electronic smoking devices (ESDs), with or without tobacco or nicotine content, such as electronic cigarettes, electronic hookah, and other vapor or aerosol-emitting devices. The specific products prohibited include any device which may or may not contain tobacco or nicotine, including, but not limited to, cigarettes, cigars, miniature cigars, smokeless tobacco, snuff, chew, clove cigarettes, betel, electronic cigarettes, electronic hookahs, vape pens, and other vapor/aerosol-emitting devices, with or without nicotine content, that mimic the use of tobacco products.

***Smoking* means inhaling, exhaling, burning, or carrying of any lighted or heated cigar, cigarette, pipe, tobacco, or plant product intended for inhalation, whether natural or synthetic, in any manner or form, and includes the use of an electronic smoking device that creates aerosol or vapor or of any oral smoking device for the purpose of circumventing the prohibition of smoking.**

Tobacco products include:

- 1. Any product containing, made, or derived from tobacco or nicotine that is intended for human consumption, whether smoked, heated, chewed, absorbed, dissolved, inhaled, snorted, sniffed, or ingested by any other means, including, but not limited to, cigarettes, cigars, little cigars, chewing tobacco, pipe tobacco, or snuff.**
- 2. An electronic device that delivers nicotine or other vaporized liquids to the person inhaling from the device, including, but not limited to, an electronic cigarette, cigar, pipe, or hookah.**
- 3. Any component, part, or accessory of a tobacco product, whether or not sold separately.**

This policy is established to (1) reflect and emphasize the hazards of tobacco use; (2) further the goal of consistency among on-going school programs and curriculum by discouraging students from using tobacco products; (3) protect the health and safety of students, employees, and the general public; and (4) set a non-tobacco use example by adults.

The Anaheim Union High School District is committed to providing a healthy, tobacco-free lifestyle for its students, staff, and general public while on district property. The successful implementation of this policy will depend on the thoughtfulness, consideration, and cooperation of tobacco users and non-users. All individuals on district premises share in the responsibility of adhering to and enforcing this policy.

Effective July 1, 1995, the use of tobacco products will be prohibited on and in school district facilities. This includes, without limitation, school buildings, school grounds, district vehicles, personal vehicles used to transport students, and sites leased or rented for school-sponsored events.

The Anaheim Union High School District will provide a safe and healthy environment by:

1. Providing a reference list of cessation clinics, community resources, and other agencies to assist employees choosing to quit the use of tobacco.
2. Making public announcements and/or communications about our tobacco free school and workplace.
3. Posting signs at all facilities designating the entire premise as non-tobacco use.
4. Developing an information letter and adjustments to the application for Use of School Facilities to inform approved facility users of the district of the Tobacco Free School and Workplace Policy and the users' responsibility to adhere to the policy.
5. Violations of this policy by employees will be handled through progressive disciplinary actions.
6. Violations by facilities lessors will be handled in accordance with Community Use of School Buildings and Grounds Policy 9701.01.
7. Violations by citizens will be subject to the following:
 - a) A verbal request to stop smoking or to stop the use of other tobacco products on the school district site.
 - b) Upon refusal to comply, a report will be made to the school district site supervisor who will issue a second verbal warning.
 - c) If the second warning is not adhered to, the site supervisor will direct the citizen to leave the site. Should non-compliance result, local law enforcement personnel will be called, in accordance with Municipal Codes and Penal Code 626.6. **If the person repeatedly violates the tobacco-free schools policy, prohibit him/her from entering district property for a specified period of time.**

Cross References:

AUHSD Board Policy

9701.01 Community Use of School Buildings and Grounds Legal

References:

Education Code

35160 Article 4. Powers and Duties

35160.1 Legislative Finding

48901 Smoking California

Health and Safety Code

39002 Control of Air Pollution

Federal Goals 2000: Educate America Act

1043 Nonsmoking Policy for Children's Services

Penal Code

626.6 Misdemeanor to Reenter Campus After Being Directed to Leave Under Specified Conditions

Board of Trustees

August 1993

Revised: October 1994

Revised: June 1998 References

Reviewed: July 2003A Reviewed:

June 2005

Board Approved: Pending

AGREEMENT NUMBER: 47951

ANAHEIM UNION HIGH SCHOOL DISTRICT
INCOME AGREEMENT

This AGREEMENT is hereby entered into this 1st day of April, 2019, by and between the Orange County Superintendent of Schools, 200 Kalmus Drive, Costa Mesa, California 92626, hereinafter referred to as SUPERINTENDENT, and Anaheim Union High School District, 501 North Crescent Way, Anaheim, California 92803, hereinafter referred to as DISTRICT. SUPERINTENDENT and DISTRICT shall be collectively referred to as the Parties.

WHEREAS, DISTRICT is authorized by Section 53060 of the California Government Code to contract with and employ any persons for the furnishing of special services and advice in financial, economic, accounting, engineering, legal or administrative matters, if such persons are specially trained and experienced and competent to perform the special services required; and

WHEREAS, DISTRICT is in need of such special services and advice; and

WHEREAS, SUPERINTENDENT is specially trained and experienced and competent to perform the special services required by the DISTRICT, and such services are needed on a limited basis;

NOW, THEREFORE, the Parties hereby agree as follows:

1.0 SCOPE OF WORK. DISTRICT hereby engages SUPERINTENDENT as an independent contractor to perform the following described services and SUPERINTENDENT hereby agrees to perform said services upon the terms and conditions hereinafter set forth. Specifically,

1 SUPERINTENDENT'S Instructional Services Program shall provide the
2 following services:

3 1.1 Conduct a five-day "the Community Interpreter" training,
4 as described in Exhibit "A", "Service Proposal",
5 incorporated by reference herein.

6 2.0 TERM. This AGREEMENT shall commence on April 1, 2019 and end on
7 May 31, 2019, subject to termination set forth in this AGREEMENT.

8 3.0 PAYMENT. DISTRICT agrees to pay the SUPERINTENDENT for services
9 satisfactorily performed pursuant to Section 1.0 of this AGREEMENT a
10 total sum not to exceed nine thousand dollars (\$9,000.00).
11 DISTRICT'S payment to SUPERINTENDENT shall be made upon receipt of
12 an itemized invoice from SUPERINTENDENT. Payment shall be mailed to:
13 Orange County Superintendent of Schools, Attn: Accounting Manager,
14 200 Kalmus Drive, Costa Mesa, California 92626-9050, or at such
15 other place as SUPERINTENDENT may designate in writing.

16 4.0 EXPENSES. DISTRICT shall not be liable to SUPERINTENDENT for
17 any costs or expenses paid or incurred by SUPERINTENDENT in
18 performing services for DISTRICT, except as follows: N/A.

19 5.0 MATERIALS. SUPERINTENDENT shall furnish, at his/her own
20 expense, all labor, materials, equipment, supplies and other items
21 necessary to complete the services to be provided pursuant to this
22 AGREEMENT, except as follows: N/A.

23 6.0 INDEPENDENT CONTRACTOR. SUPERINTENDENT, in the performance of
24 this AGREEMENT, shall be and act as an independent contractor.
25 SUPERINTENDENT understands and agrees that he/she and all of his/her
employees shall not be considered officers, employees or agents of

1 the DISTRICT, and are not entitled to benefits of any kind or nature
2 normally provided employees of the DISTRICT and/or to which
3 DISTRICT'S employees are normally entitled, including, but not
4 limited to, State Unemployment Compensation or Workers'
5 Compensation. SUPERINTENDENT assumes the full responsibility for the
6 acts and/or omissions of his/her employees or agents as they relate
7 to the services to be provided under this AGREEMENT. SUPERINTENDENT
8 shall assume full responsibility for payment of all federal, state
9 and local taxes or contributions, including unemployment insurance,
10 social security and income taxes with respect to SUPERINTENDENT'S
11 employees.

12 7.0 COPYRIGHT/TRADEMARK/PATENT. DISTRICT understands and agrees
13 that all matters produced under this AGREEMENT shall become the
14 property of SUPERINTENDENT and cannot be used without
15 SUPERINTENDENT'S express written permission. SUPERINTENDENT shall
16 have all right, title and interest in said matters, including the
17 right to secure and maintain the copyright, trademark and/or patent
18 of said matter in the name of the SUPERINTENDENT.

19 8.0 HOLD HARMLESS.

20 A. SUPERINTENDENT agrees to and does hereby indemnify,
21 defend, and hold harmless DISTRICT, its Governing Board, officers,
22 agents and employees from liability and claims of liability for
23 bodily injury, personal injury, sickness, disease, or death of any
24 person or persons, or damage to any property, real personal, tangible
25 or intangible, arising out of the negligent acts or omissions of

1 employees, agents or officers of SUPERINTENDENT or the Orange County
2 Board of education during the period of this AGREEMENT.

3 B. DISTRICT agrees to and does hereby indemnify, defend,
4 and hold harmless SUPERINTENDENT, the Orange County Board of
5 Education, and its officers, agents and employees from liability and
6 claims of liability for bodily injury, personal injury, sickness,
7 disease, or death of any person or persons, or damage to any
8 property, real personal, tangible or intangible, arising out of the
9 negligent acts or omissions of its Governing Board, employees, agents
10 or officers of DISTRICT during the period of this AGREEMENT.

11 9.0 ASSIGNMENT. The obligations of SUPERINTENDENT pursuant to this
12 AGREEMENT shall not be assigned by SUPERINTENDENT without prior
13 written approval of DISTRICT.

14 10.0 TOBACCO USE POLICY. In the interest of public health, the
15 SUPERINTENDENT provides a tobacco-free environment. Smoking or the
16 use of any tobacco products are prohibited in buildings and
17 vehicles, and on any property owned, leased or contracted for by the
18 SUPERINTENDENT pursuant to SUPERINTENDENT Policy 400.15. Failure to
19 abide with conditions of this policy could result in the termination
20 of this AGREEMENT.

21 11.0 TERMINATION. Either party may terminate this AGREEMENT with or
22 without reason with the giving of thirty (30) days written notice to
23 the other party. DISTRICT shall compensate SUPERINTENDENT only for
24 services satisfactorily rendered to the date of termination. Written
25 notice by DISTRICT shall be sufficient to stop further performance of
services by SUPERINTENDENT. Notice shall be deemed given when

1 received by the SUPERINTENDENT or DISTRICT or no later than three (3)
2 days after the day of mailing, whichever is sooner.

3 12.0 NON-DISCRIMINATION. SUPERINTENDENT and DISTRICT agree that
4 they will not engage in unlawful discrimination in employment of
5 persons because of race, color, religious creed, national origin,
6 ancestry, physical handicap, medical condition, marital status, or
7 sex of such persons.

8 13.0 NOTICE. All notices or demands to be given under this
9 AGREEMENT by either party to the other shall be in writing and given
10 either by: (a) personal service or (b) by U.S. Mail, mailed either
11 by registered or certified mail, return receipt requested, with
12 postage prepaid. Service shall be considered given when received if
13 personally served or if mailed on the third day after deposit in any
14 U.S. Post Office. The address to which notices or demands may be
15 given by either party may be changed by written notice given in
16 accordance with the notice provisions of this section. As of the
17 date of this AGREEMENT, the addresses of the parties are as follows:

18 DISTRICT: Anaheim Union High School District
19 501 North Crescent Way
20 Anaheim, California 92803
21 Attn: _____

22 SUPERINTENDENT: Orange County Superintendent of Schools
23 200 Kalmus Drive
24 P.O. Box 9050
25 Costa Mesa, California 92628-9050
Attn: Patricia McCaughey

14.0 NON WAIVER. The failure of SUPERINTENDENT or DISTRICT to seek
redress for violation of, or to insist upon, the strict performance
of any term or condition of this AGREEMENT shall not be deemed a
waiver by that party of such term or condition, or prevent a

1 subsequent similar act from again constituting a violation of such
2 term or condition.

3 15.0 SEVERABILITY. If any term, condition or provision of this
4 AGREEMENT is held by a court of competent jurisdiction to be
5 invalid, void, or unenforceable, the remaining provisions will
6 nevertheless continue in full force and effect, and shall not be
7 affected, impaired or invalidated in any way.

8 16.0 GOVERNING LAW. The terms and conditions of this AGREEMENT
9 shall be governed by the laws of the State of California with venue
10 in Orange County, California.

11 17.0 ENTIRE AGREEMENT/AMENDMENT. This AGREEMENT and any exhibits
12 attached hereto constitute the entire agreement among the Parties to
13 it and supersede any prior or contemporaneous understanding or
14 agreement with respect to the services contemplated, and may be
15 amended only by a written amendment executed by both Parties to the
16 AGREEMENT.


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1 IN WITNESS WHEREOF, the Parties hereto set their hands.

2 DISTRICT: ANAHEIM UNION HIGH SCHOOL ORANGE COUNTY SUPERINTENDENT
3 DISTRICT OF SCHOOLS

4 BY: _____
5 Authorized Signature

BY: 
6 Authorized Signature

7 PRINT NAME: Dr. Jaron Fried

PRINT NAME: Patricia McCaughey

8 TITLE: Assistant Superintendent, Ed. Div.

TITLE: Administrator

9 DATE: 5/8/19

DATE: April 4, 2019

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11 AnaheimUnion HighSD- (CommInterpreter) -Income (47951) 19
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**Orange County Department of Education
Educational Services**

**Service Proposal for Anaheim Union High School District
The Community Interpreter® Training**

To: Dr. Renae Bryant
Anaheim Unified High School District

From: Natalia Abarca
Educational Services
Orange County Department of Education

Re: Proposed "The Community Interpreter Training"

LCAP Priorities Addressed: Basic Services

Proposed: 40-hour training in English for 20 multilingual staff

Location: Anaheim Unified High School District Office


Audience: Advocates, Liaisons, Interpreters, Clerks, Secretaries, paraeducators, aids, etc

Training Dates: TBD

Estimated Cost: This proposal is not to exceed \$9,000 (includes training materials, language assessment, and training fees)

For Client Use:

When this proposal is accepted, OCDE will draw up a contract for services.



Authorized Signature Date

Estimated Service Cost:

\$ 450.00 per person (1 presenter, 40-hour session)

\$350.00 per person for training plus \$100.00 individual oral language proficiency assessment (this can be waived

\$ 9,000 for 20 people

District will provide:

Microphone, Projector, Wireless Access, Technical support, Table Boxes, Coffee/Snacks (if desired)

Presenter will provide:

The Community Interpreter®

Professional Training for Community Interpreters

PROGRAM CONTENT

MODULE 1: THE PROFESSION

- An overview of medical and community interpreting today
- National ethics
- How to assess your performance

MODULE 2: PROTOCOLS AND SKILLS

- Basic protocols (such as positioning)
- Message transfer skills (how to interpret)
- Interpreting modes
- Memory skills and note-taking

MODULE 3: STRATEGIC MEDIATION

- How to make decisions
- Intervention skills
- The Strategic Mediation Model
- Cultural mediation

MODULE 4: PROFESSIONAL IDENTITY

- Who are you? Where do you fit in?
- Professional practice
- Introduction to legal interpreting
- IEP Terminology

MODULE 5: THE INTERPRETER'S ROLE

- Managing your role
- Advocacy
- National standards of practice
- Self care and professional development

Secondary District Plan
And Application for the
Work Experience Education (WEE) Program

(Per EC 51775, a review of the secondary district plan must be reviewed every three years.)

Anaheim Union High School District
Local Educational Agency (LEA) / District /
School
501 N. Crescent Way
Street Address
Orange
County
Anaheim
City
92801
Zip Code

Place an "X" in the appropriate box (es) to identify the conditions under which WEE will operate.

Exploratory WEE General WEE Career Technical WEE

Regular School

Summer School

In addition to complying with appropriate federal and state laws, California Labor Code, California Education Code, and California Code of Regulations, Title 5, the LEA agrees to the following assurances:

- 1. District Plan: The district plan for Work Experience Education (WEE) has been approved and adopted by the local governing board and is attached in the enclosed copy of Board Approving Minutes. (EC § 51762 & CCR, T5 § 10070)
2. Responsibility for District Plan: The WEE teacher-coordinator shall implement and/or comply with the assurances contained herein. The school district administration is responsible for those assurances outside the requirements of the WEE teacher-coordinator. (e.g. Assurances 14, 15, 17, and 18)
3. Credential: The WEE teacher-coordinator shall possess a valid secondary-level credential, have two years of occupational experience outside the field of education, and have knowledge of the educational purposes, standards, laws, and regulations regarding WEE. (EC § 51762 & CCR, T5 § 10075)
4. Enrollment in WEE: The WEE teacher-coordinator approves students for enrollment in WEE. (EC § 51760)
a. At the time of enrollment, students are at least 16 years of age. (EC § 51760.3(a))
Exceptions:
- Students in grade 11 or higher. (EC § 51760.3)

- Students enrolled in Exploratory WEE may be less than 16 years of age and in the middle school. (CCR, T5 § 10071 (c))
 - Principal may certify exemption. (EC § 51760.3)
 - WEE may be identified on the Individualized Education Program. (EC § 51760.3)
 - The pupil is at least 14 years of age and the principal in the school in which the pupil is enrolled certifies that it is necessary for the pupil's participation in a career technical education program. (EC § 51760.3)
5. **Minimum Day:** The minimum day for students is four periods totaling at least 180 minutes in duration (including WEE). (EC § 46144)
- Exceptions:
- Continuation high school students. (EC § 46145)
 - Graduating WEE students in the last semester of their senior year. (EC § 46147)
6. **Pupil/Teacher-Coordinator Ratio:** The pupil/teacher-coordinator ratio in WEE does not exceed 125 pupils per one full-time equivalent certificated WEE teacher-coordinator. Only duties and time directly related to the operation of WEE are considered when determining the pupil/teacher-coordinator ratio. (EC § 46300(b))
- Exceptions:
- Ratio may be waived by the State Board of Education. (EC § 46300(b))
7. **Related Classroom Instruction:** The WEE teacher-coordinator is responsible for preparing and conducting related classroom instruction. (EC § 51760, § 51762.5(b) & CCR, T5 § 10073)
- a. Related classroom instruction or guidance for each semester and type of WEE is conducted by the WEE teacher-coordinator a minimum equivalent of one instructional period per week offered in sessions scheduled intermittently throughout the semester. (EC § 51760.3(b))
8. **Course Description:** The WEE course description, with major units of instruction for each semester and for each type of WEE offered is attached in the enclosed course description with units of instruction per semester. (CCR, T5 § 10073)
9. **Work Sites:** The WEE teacher-coordinator identifies, selects, and/or approves work sites. (EC § 51762.5(a) & CCR, T5 § 10072)
- a. A minimum of two on-site contacts per semester with a work site supervisor at each work site and minimum of one on-site contact during the summer school session is mandated for completion by the WEE teacher-coordinator. (CCR, T5 § 10074)
10. **Student Training Agreement:** A written formal training agreement identifying the responsibilities of the school district, employer, parent/guardian, and student is developed for each WEE student and is attached in the enclosed copy of Student Training Agreement. (EC § 51762.5 & CCR, T5 § 10071)

The following are found on the Student Training Agreement:

- a. Student objectives to be accomplished at the work site. (CCR, T5 § 10071)
 - b. The work site offers a reasonable probability of continuous employment for the student during the period for which the student is enrolled in WEE. (EC § 51760 & § 51762.5)
 - c. The employer has adequate equipment, materials, and other facilities to provide appropriate learning opportunities. (EC § 51760 & CCR, T5 § 10072)
 - d. Work conditions will not endanger the health, safety, welfare, or morals of the student. (EC § 49116, § 51762 & CCR, T5 § 10072)
 - e. The employer provides adequate adult supervision to ensure that:
 - (1) The Exploratory WEE student is provided opportunities to observe and sample a variety of conditions of work to ascertain his/her interests and suitability for occupations being explored.
 - (2) The General WEE student is provided opportunities to gain occupational skills.
 - (3) The Career technical WEE student is provided opportunities to reinforce and extend the job skills and knowledge learned through the school career/vocational education instructional program. (CCR, T5 § 10071 & § 10072)
 - f. The employer, as required by law, provides Workers' Compensation Insurance coverage whenever there is an employee/employer relationship. Students enrolled in Exploratory WEE are provided Workers' Compensation Insurance through the local school district. (EC § 51768, § 51769 & CCR, T5 § 10071)
 - g. The employer maintains student's hourly work records and cooperates in rating his/her achievement at the work site. (EC § 51762.5 & CCR, T5 § 10072)
 - h. The employer assures the district that he/she does not discriminate based on race, creed, color, gender, sexual orientation, disability, political affiliation, or religion. (EC § 51760.3(c) & CCR, T5 § 10071)
11. **Work Permits:** All work permits for students enrolled in WEE are issued or verified by the WEE teacher-coordinator or authorized designee in writing per the enclosed Letter of Authorization to issue work permits. (The document needs **original signature** of the District Superintendent or designee.) (EC § 49110 (b))

12. **Exploratory WEE:** For each student enrolled in Exploratory WEE, a limit on the number of hours of observation is established at each observation site. (CCR, T5 § 10071(c))
13. **Granting Credit:** The procedure for granting school credit for WEE is found in enclosure (4). A student satisfactorily completing the WEE program requirements may earn a maximum of 40 semester credits made up of one or a combination of two or more of the following:
 - (1) Exploratory WEE - Ten (10) semester credits for each semester with a maximum of twenty (20) semester credits.
 - (2) General WEE - Ten (10) semester credits for each semester with a maximum of forty (40) semester credits.
 - (3) Career Technical WEE - Ten (10) semester credits for each semester with a maximum of forty (40) semester credits. (EC § 51760.3, § 51762.5(b)(f) & CCR, T5 § 1635)
14. **Professional Development:** A provision is made for WEE professional development for new and continuing teacher-coordinators and other support personnel in WEE, to ensure the quality of the WEE program. (EC § 51762)
15. **Clerical Services & Records:** A provision is made for clerical services to assist the professional in meeting the goals and objectives of WEE and to assure the accuracy, completeness, and quality of the records.

The district shall maintain records including:

- a. Type of WEE in which each student is enrolled, where the student is employed, the type of job held or observation sites and hours of rotation. (EC § 51762.5)
 - b. Work permit issued, if applicable. (EC § 49110) Note: Not required for Exploratory WEE.
 - c. Employer's report of student's hourly work record and performance on the job. (EC § 51762.5)
 - d. Report of employer consultations. (EC § 51762.5 & CCR, T5 § 10074)
 - e. Ratings of each student, including his/her grade. (EC § 51760.3 & § 51762.5)
 - f. Formal training agreement for each employer and student that describes the responsibilities of the employer, student, school, and parent/legal guardian. (EC § 51762.5 & CCR, T5 § 10071)
16. **Summer School:** WEE during the summer is conducted in the same time period as the rest of the approved summer school and conforms to all appropriate federal and state laws, *California Labor Code*, *California Education Code*, and *California Code of Regulations*, Title 5 rules and regulations applicable to WEE.

17. **Civil Rights Act:** WEE covered by this plan shall comply with Title VI and Title VII of the Civil Rights Act of 1964 and with Title 5 of the *California Code of Regulations*. (EC § 51762)
18. **Nondiscrimination:** WEE covered by this plan shall comply with Title IX (Nondiscrimination on the Basis of Sex) of the Education Amendments of 1972. (EC § 51762)

I hereby certify that to the best of my knowledge, the provisions for WEE outlined in this Secondary District Plan meet all California Department of Education requirements.

District Superintendent or Designee

Date

Date Local Governing Board Approved: _____

Person Preparing Application:

Name: Scott Reindl E-mail: reindl_s@auhsd.us

Title: Program Administrator, Career Readiness & Innovative Programs

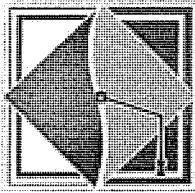
Phone: (714) 999-7709

This Secondary District Plan and application for a WEE program must include the **original signature** of the district superintendent or designee along with the following required enclosures:

- Enclosures:
- (1) Copy of Board Approving Minutes
 - (2) Course Description w/units of Instruction per semester
 - (3) Copy of Student Training Agreement
 - (4) Letter of Authorization to Issue Work Permits (**original signature** of the district superintendent or designee)
 - (5) Description of WEE's procedure for granting school credit (Only if expanded from minimum description provide on #13)

Submit this Secondary District Plan and application along with all of the enclosures to:

Erle Hall, MS
Education Programs Consultant
CTE Leadership and Instructional Support Office
California Department of Education
1430 N Street, Suite 4202
Sacramento, CA 95814
ehall@cde.ca.gov
916-323-256



Date May 8, 2019

TO: Erle Hall, MS
Education Programs Consultant
CTE Leadership and Instructional Support Office
California Department of Education
1430 N Street, Suite 4202
Sacramento, CA 95814

FROM: Michael Matsuda, Superintendent
Anaheim Union High School District

SUBJECT: Authorization to Issue Work Permits

This letter is officially authorizing the following personnel to issue work permits according to Education Code § 49110:

- Work Experience Education Coordinators
- Guidance Counselors
- Assistant Principals
- Principals
- Director, Special Programs
- Program Administrator, Career Education
- Designated Education Division Personnel

All personnel listed above have a working knowledge of California labor laws and regulations as they relate to minors. If there are any questions pertaining to the issuance of work permits, please call (714) 999-3575.

Sincerely,

Michael Matsuda
Superintendent

Anaheim Union High School District Work Experience Education Course Description

General Work Experience

General Work Experience is an elective class, which combines supervised paid employment in any occupational field, with related classroom instruction in employability skills.

Students will develop work habits, attitudes, self-confidence, and job skills, which can be used to locate, secure, and retain employment in the community.

Related classroom instruction is divided into five primary areas, as derived from the California State Frameworks for Work Experience Education. They are: how to get a job, keep a job, leave a job, economic awareness, and career development. Students enrolled for a second year repeat the five core subject areas, but in an expanded manner, with additional competencies taught. Students also develop a personal portfolio demonstrating their skills and experiences, for use in obtaining future employment.

Exploratory Work Experience

Exploratory Work Experience is an elective course, which combines non-paid job observation and sampling, with related classroom instruction in employability skills. Students will ascertain their interest and suitability for the occupation they are exploring.

Related classroom instruction replicates the curriculum for General Work Experience and includes the development of a personal portfolio. Additional time is given to career development and exploration activities and the skills needed to acquire employment.

**Anaheim Union High School District
General and Exploratory Work Experience Education
Course of Instruction**

Semester I- Lessons-1A

Week	Unit/Assignment
1.	Orientation/Course Requirements
2.	Labor Laws/Hazardous Occupations
3.	Labor Laws/Sexual Harassment
	Unit 1-Getting a Job
4.	Portfolio Assignments
5.	Resumes and References
6.	Employment Applications
7.	Employment Interview Skills
8.	Interview Questions/Discrimination Laws
9.	You're Hired! Forms I-9 and W-4
10.	Portfolio Assignments/ "Thank You" letter
	Unit II-Keeping a Job
11.	Attitude and Reliability Survey/Employer Expectations
12.	Work Situations/Service, Teaming Survey
13.	Don't Get Fired/Employer Expectations
14.	Privacy in the Workplace
15.	Job Safety/Workers' Rights
16.	Employee Contracts/Independent Contractors
	Unit III-Leaving a Job
17.	Letter of Resignation
18.	Rights Upon Termination
19.	Employer Evaluations/Semester Summary

Semester II- Lessons 1B

Week	Unit/Assignment
1.	Orientation/Course Requirements
2.	Labor Laws/Hazardous Occupations
	Unit IV-Economic Awareness
3.	Tax Withholding/ W-4 forms/ Payroll Deductions
4.	Income Tax/W-2 form/1099 form
5.	Fringe benefits/Legislated
6.	Fringe benefits/Optional
7.	Insurance Benefits/Types of Insurance
8.	Retirement/Social Security
9.	Portfolio Assignments/ filing your 1040EZ online
10.	Budgets/Credit/Banking
	Unit V- Career Development
11.	Values Inventory
12.	Skills and Interest Inventories
13.	Career Assessment
14.	Job Outlook Employment Projections
15.	Earning a Living Wage/ Wage information for your career choice
16.	Reality Zone-Which career will finance your lifestyle?
17.	Post-secondary educational choices/college, vocational, apprenticeships

18.	Semester Review and Final Exam
19.	Employer Evaluations/Student Conferences/Portfolio Assessment

Year 2-Semester III-2A

Week	Unit/Assignment
1.	Orientation/Course Requirements
2.	Labor Laws/Hazardous Occupations
3.	Labor Laws/Sexual Harassment
	Unit 1-Getting a Job
4.	Portfolio Assignments
5.	Advanced resume writing/How to electronically post a resume
6.	Employment Applications/How to complete electronic job applications
7.	Pre-employment Screening/Equal Opportunity Legislation
8.	Interview questions/practice interviews
9.	Mock group interviews
10.	Portfolio Assignments/ "Thank You" letter following up an interview
	Unit II-Keeping a Job
11.	Raises and promotions
12.	Sexual Harassment Laws/Hostile Work Environment
13.	Alcohol and Drug Testing in the Workplace
14.	Workplace Violence Prevention/Workplace Safety
15.	How to report an accident and file a Workmen's' Compensation claim
	Unit III-Leaving a Job
16.	Wrongful Termination
17.	Letter of Resignation/Rights upon termination
18.	Wage Claim/How and where to report unfair Labor Practices
19.	Employer Evaluations/Semester Summary

Semester IV-2-B

Week	Unit/Assignment
1.	Orientation/Course Requirements
	Unit IV-Economic Awareness
2.	Tax Withholding/ W-4 forms/ Payroll Deductions
3.	State and Federal Income Taxes
4.	Tax software/How to file 1040 EZ and 540 EZ online
5.	Creating a personal budget/Wants vs. Needs
6.	US Dept. of Education/Bad Credit Hotel assignment
7.	Writing checks/Balancing a checkbook
8.	Interest rates/ Evaluating credit card contracts/ car purchase contracts
9.	Rule of 72/ Saving/investing
10.	Portfolio assignments/Filling out a FAFSA form
	Unit V- Career Development
11.	Developing an Individual Career Plan
12.	Action Plan for college/training/career
13.	California Career Zone research project on career choice
14.	California Career Zone research project/presentation on career choice
15.	Using technology to research career/Labor Market projections
16.	Entrepreneurship/Becoming an Entrepreneur
17.	Balancing Work and personal Life/ Time management
18.	Semester Review and Final Exam
19.	Employer Evaluations/Student Conferences/Portfolio Assessment

**Anaheim Union High School District
Procedures for Granting
Work Experience Education Academic Credit**

The Board of Education of the Anaheim Union High School District shall grant academic credit to each student for the satisfactory completion of Work Experience Education course requirements in an amount not to exceed:

- Exploratory Work Experience Education – Ten (10) semester credits for each semester with a maximum of twenty (20) semester credits. (EC § 51760.3, § 51762.5 (b)(f) and CCR T5 § 1635)
- General Work Experience Education – Ten (10) semester credits for each semester with a maximum of forty (40) semester credits. (EC § 51760.3 51762.5 (b) (f) and CCR T5 § 1635)

The Anaheim Union High School District shall grant credit on the following basis:

1. Student is employed at an instructor approved workplace under the following conditions:
 - a. Employment is safe, moral, and legal.
 - b. Employer, as required by law, provides Workers' Compensation Insurance coverage whenever there is an employer/employee relationship. Students enrolled in Exploratory WEE are provided Workers' Compensation Insurance through the Anaheim Union High School District (EC § 51768, § 51769 and CCR T5 § 10071)
 - c. Student receives an itemized statement of wages and deductions.
 - d. Student earns one (1) unit of credit for each twenty-five (25) hours of paid employment in General Work Experience as documented by pay stub. Student earns one (1) unit of credit for each fifteen (15) hours of documented observation in Exploratory Work Experience Education.
 - e. The workplace is observable, open to the public, and permits indiscriminate access to the Work Experience Teacher during regular school hours (7:30am-2:30pm).
 - f. The workplace is not located on or within private residential property.
 - g. The workplace is located within 20 miles of the student's school of attendance.
 - h. Secondary employers such as temporary employment agencies are not permitted.
 - i. The student may not be self-employed or working as an independent contractor.
2. Any student under the age of 18 (minor) must obtain a valid Work Permit issued by the Anaheim Union High School District. To obtain a Work Permit, the student must:
 - a. Earn a total GPA of 2.0 and be on course to graduate.
 - b. Maintain good school attendance.
3. The school district, employer, parent, and student have developed a formal training agreement describing the responsibilities of each party and stating the job objectives

the student is to accomplish at the workplace. This agreement must be renewed with each school year and for each student job.

4. The student submits reports of hours worked on the job, verified by the employer's signature and/or pay check stubs.
5. The student is required to attend one class period of related instruction per week. Course assignments and tests must be completed with a cumulative score of 60% (passing) or higher.

AN CI KE MA SA
 CY KA LO PO WE

WORK TRAINING AGREEMENT

AMERICAN BRIDGES HIGH SCHOOL DISTRICT / EDUCATION THROUGH WORK EXPERIENCE

EXPLORATORY GENERAL VOCATIONAL

Work experience education is a unique program in which the student is able to earn high school credit while working. It requires cooperation and communication between school, parent, employer, and student. Please read the following information and indicate your approval by signing the appropriate blank.

STUDENT

Students enrolled in the program must attend related instruction meetings, turn in enrollment forms, written assignments as required, verify hours worked. Students will keep regular attendance both at school and on the job. He cannot work on any school day that he fails to attend classes. Failure to comply can result in loss of credit, which could jeopardize graduation.

STUDENT _____ DATE _____
(Signature)

PARENTS OR GUARDIANS

I understand the obligation of this agreement and approve the employment of my son or daughter. I give my permission for participation in the Work Experience Education program.

PARENT _____ DATE _____
(Signature)

EMPLOYER

In General and Vocational Programs I Agree To:

- 1) Cooperate by verifying the hours worked.
- 2) Notify the coordinator of unsatisfactory job performance or job termination.
- 3) Evaluate the student periodically in terms of job performance.
- 4) Consult periodically with the coordinator.
- 5) Comply with federal regulations regarding non-discrimination. Students participating in work experience may not be discriminated against by employer or prospective employer on the basis of race, color, national origin, sex, or handicap in recruitment, hiring, placement, assignment to work tasks, hours of employment, levels of responsibility, or pay.

In the Exploratory Program I Agree To:

- 1) Provide a non-paid career education program.
- 2) Provide vocational information to help students reach their occupational goal.
- 3) Help students understand the relationship between education and job success.
- 4) Help students develop desirable work habits.
- 5) Demonstrate the reality of work by placing the student in a work environment. (During the non-paid phase of the program, he/she will be covered by the school district's insurance).

What type of job will the student be performing? _____

Firm Name _____ Address _____ Phone _____

The employer is in no way obligated to continue the student's employment or give preferential treatment because of this agreement.

EMPLOYER _____ DATE _____
(Signature)

COORDINATOR

The Work Experience Coordinator will provide the necessary forms for enrollment and evaluation of the student. The coordinator will be assigned to visit the employer periodically, to keep accurate records of the student's progress, to teach related instruction classes, and to keep all parties informed of any change in status of the student. Any questions regarding student performance should be directed to the Work Experience Coordinator.

COORDINATOR _____ DATE _____
(Signature)

SCHOOL _____ PHONE _____

The Work Experience Coordinator maintains a job placement service at his high school.

EFFECTIVE DATE _____

**STATEMENT OF INTENT TO EMPLOY A MINOR AND REQUEST FOR WORK PERMIT-
CERTIFICATE OF AGE**

CDE B1-1 (Rev. 07-10)

A "STATEMENT OF INTENT TO EMPLOY A MINOR AND REQUEST FOR WORK PERMIT-CERTIFICATE OF AGE" form (CDE B1-1) shall be completed in accordance with California *Education Code* 49162 and 49163 as notification of intent to employ a minor. This form is also a Certificate of Age pursuant to California *Education Code* 49114.

(Print Information)

Minor's Information

_____ Minor's Name <i>(First and Last)</i>		_____ Home Phone	
_____ Birth Date	_____ Social Security Number	_____ Grade	_____ Age
_____ Home Address		_____ City	_____ Zip Code

School Information

_____ School Name		_____ School Phone	
_____ School Address	_____ City	_____ Zip Code	

To be filled in and signed by employer. (Please review the General Summary of Minors' Work Regulations on reverse.)

_____ Business Name or Agency of Placement		_____ Business Phone	_____ Supervisor's Name
_____ Business Address		_____ City	_____ Zip Code

Describe nature of work to be performed: _____

In compliance with California labor laws, this employee is covered by worker's compensation insurance. This business does not discriminate unlawfully on the basis of race, ethnic background, religion, sex, sexual orientation, color, national origin, ancestry, age, physical handicap, or medical condition. I hereby certify that, to the best of my knowledge, the information herein is correct and true.

_____ Employer's Name <i>(Print First and Last)</i>	_____ Employer's Signature	_____ Date
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To be filled in and signed by parent or legal guardian

This minor is being employed at the place of work described with my full knowledge and consent. I hereby certify that to the best of my knowledge and belief, the information herein is correct and true. I request that a work permit be issued.

_____ Parent or Legal Guardian's Name <i>(Print First and Last)</i>	_____ Parent or Legal Guardian's Signature	_____ Date
--	---	---------------

For authorized work permit issuer use ONLY							
Maximum number of hours of employment when school is in session:							
_____ Mon	_____ Tue	_____ Wed	_____ Thu	_____ Fri	_____ Sat	_____ Sun	_____ Total
_____ Proof of Minor's Age <i>(Evidence Type)</i>				Check Permit Type: <input type="checkbox"/> *Full-time <input type="checkbox"/> **Workability <input type="checkbox"/> Restricted <input type="checkbox"/> General <input type="checkbox"/> ***Work Experience Education, Vocational Education, or Personal Attendant			
_____ Verifying Authority's Name and Title <i>(Print)</i>							
_____ Verifying Authority's Signature							

*EC 49130 | **Permit Type defined by local school | ***Special Education Grant

STATEMENT OF INTENT TO EMPLOY A MINOR AND REQUEST FOR WORK PERMIT—**CERTIFICATE OF AGE**

CDE B1-1 (Rev. 07-10)

General Summary of Minors' Work Regulations

FLSA-Federal Labor Standards Act, CDE-California Department of Education, EC-California Education Code, LC-California Labor Code, CFR-California Federal Regulations

- If federal laws, state laws, and school district policies conflict, the more restrictive law (the one most protective of the minor) prevails. (FLSA)
 - Employers of minors required to attend school must complete a "Statement of Intent to Employ a Minor and Request for Work Permit" (CDE B1-1) for the school attendance for each such minor. (EC 49162)
 - Employers must retain a "Permit to Employ and Work" (CDE B1-4) for each such minor. (EC 49161)
 - Work permits (CDE B1-4) must be retained for three years and be available for inspection by sanctioned authorities at all times. (EC 49164)
 - A work permit (CDE B1-4) must be revoked whenever the issuing authority determines the employment is illegal or is impairing the health or education of the minor. (EC 49164)
 - A day of rest from work is required in every seven days, and shall not exceed six days in seven. (LC 551, 552)
- Minors under the age of 18 may not work in environments declared hazardous or dangerous for young workers, examples listed below: (LC 1294.1 and 1294.5, 29 CFR 570 Subpart E)
1. Explosive exposure
 2. Motor vehicle driving/outside helper
 3. Roofing
 4. Logging and sawmilling
 5. Power-driven woodworking machines
 6. Radiation exposure
 7. Power-driven hoists/forklifts
 8. Power-driven metal forming, punching, and shearing machines
 9. Power saws and shears
 10. Power-driving meat slicing/processing machines

HOURS OF WORK

16 & 17 Year Olds	14 & 15 Year Olds	12 & 13 Year Olds
Must have completed 7 th grade to work while school is in session. (EC 49112)	Must have completed 7 th grade to work while school is in session (EC 49112)	Labor laws generally prohibit non-farm employment of children younger than 14. Special rules apply to agricultural work, domestic work, and the entertainment industry. (LC 1285-1312)

School In Session

4 hours per day on any schoolday (EC 49112; 49116; LC 1391) 8 hours on any non-schoolday or on any day preceding a non-schoolday. (EC 49112; LC 1391) 48 hours per week (LC 1391) WEE students & personal attendants may work more than 4 hours on a schoolday, but never more than 8. (EC 49116; LC 1391, 1392)	3 hours per schoolday outside of school hours (EC 49112, 49116; LC 1391) 8 hours on any non-schoolday No more than 18 hours per week (EC 49116; LC 1391) WEE students may work during school hours & up to 23 hours per week. (EC 49116; LC 1391)	2 hours per schoolday and a maximum of 4 hours per week. (EC 49112)
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School Not In Session

8 hours per day (LC 1391, 1392) 48 hours per week (LC 1391)	8 hours per day (LC 1391, 1392) 40 hours per week (LC 1391)	8 hours per day (LC 1391, 1392) 40 hours per week (LC 1391)
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Spread of Hours

5 a.m.–10 p.m. However, until 12:30 a.m. on any evening preceding a non-schoolday (LC 1391) WEE students, with permission, until 12:30 a.m. on any day (LC 1391.1) Messengers: 6 a.m.–9 p.m.	7 a.m.–7 p.m., except that from June 1 through Labor Day, until 9 p.m. (LC 1391)	7 a.m.–7 p.m., except that from June 1 through Labor Day, until 9 p.m. (LC 1391)
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For more information about child labor laws, contact the U.S. Department of Labor at <http://www.dol.gov/>, and the State of California Department of Industrial Relations, Division of Labor Standards Enforcement at <http://www.dir.ca.gov/DLSE/dlse.html>.

STATE OF CALIFORNIA DEPARTMENT OF EDUCATION
PERMIT TO EMPLOY AND WORK CDE Form B1-4 (REV. 02-14)

A work permit shall not be issued to a minor until the "STATEMENT OF INTENT TO EMPLOY A MINOR AND REQUEST FOR A WORK PERMIT-CERTIFICATE OF AGE" (CDE Form B1-1) form has been signed by the parent or guardian, foster parent, caregiver, or residential shelter service provider and filed with the issuing authority. California *Education Code (EC) 49110(c)*

(Print Information)

<p>Permit Expiration Date <i>Work permits shall expire five days after the opening of the next succeeding school year. Full-time exempt work permits issued to 14 & 15 year olds shall expire no later than the end of the current school year. EC 49118 and 49130</i></p> <p>_____</p> <p style="text-align: center;">Date</p>	<p>Check Permit Type:</p> <table style="width: 100%;"> <tr> <td><input type="checkbox"/> Full-time</td> <td><input type="checkbox"/> Work Experience Education, Vocational Cooperative Education, or Personal Attendant</td> </tr> <tr> <td><input type="checkbox"/> Workability</td> <td></td> </tr> <tr> <td><input type="checkbox"/> Restricted</td> <td></td> </tr> <tr> <td><input type="checkbox"/> General</td> <td></td> </tr> </table>	<input type="checkbox"/> Full-time	<input type="checkbox"/> Work Experience Education, Vocational Cooperative Education, or Personal Attendant	<input type="checkbox"/> Workability		<input type="checkbox"/> Restricted		<input type="checkbox"/> General	
<input type="checkbox"/> Full-time	<input type="checkbox"/> Work Experience Education, Vocational Cooperative Education, or Personal Attendant								
<input type="checkbox"/> Workability									
<input type="checkbox"/> Restricted									
<input type="checkbox"/> General									

Minor's Information

Minor's Name (Print First and Last)	Social Security Number	
Home Phone	Age at Time of Issuance	Birth Date
Home Address	City	Zip Code

School Information

School Name	School Phone	
School Address	City	Zip Code

Maximum Work Hours Permitted

1. Maximum number of work hours on a school day _____
2. Maximum number of work hours on a non-school day _____
3. Maximum weekly work hours while school is in session _____
4. Maximum weekly work hours while school is not in session _____

Remarks or Work Limitations: _____

This permit is **valid only** at the business listed below:

Business Name	Business Address
---------------	------------------

To be signed by minor

Minor's Signature	Date
-------------------	------

Certification

I hereby certify that, to the best of my knowledge, the information herein is correct and true. I hereby certify that I have a working knowledge of child labor laws and all laws pertaining to the issuance of work permits in California. EC 49110

Issuing Authority's Name and Title (Print)	Issuing Authority's Signature	Date
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Anaheim Union High School District
Education Through Work Experience
STUDENT RATING FORM

Student		School	
Employer		Quarter	

Instructions: Please check one statement in each category that best describes your student-learner's attitude and performance. Additional comments are welcomed! After you have completed this rating, please make a copy for your records and submit the original to the coordinator.

PLEASE RETURN THIS COMPLETED FORM TO:

	BY:	
--	------------	--

1. Punctuality

	Always on time
	Usually on time
	Frequently late

2. Attendance

	Outstanding		
	Seldom absent		
	Frequently absent	Number of days:	

3. Personal Appearance

	Is appropriately groomed for the job
	Should make an effort to improve
	Lacks consistency
	Careless appearance

4. Attitude Toward Learning

	Is enthusiastic
	Attentive to direction
	Needs to ask more questions
	Somewhat indifferent

5. Attitude Toward Supervision

	Profits by suggestions
	Has difficulty accepting correction
	Accepts correction, but does not act on it
	Resents correction

6. Relations with Others

	Is courteous and considerate of others
	Is courteous
	Should be more considerate
	Has been discourteous

7. Initiative

	Initiates tasks; self directed
	Requires normal direction
	Must have considerable direction

8. Work Habits

	Observes safety/sanitation precautions
	Generally careful
	Careless and unsafe

9. Quality of Work

	Is accurate; attentive to details
	Usually accurate and reliable
	Meets normal requirements
	Many errors; a careless attitude

10. Job Performance

	Works efficiently
	Work output is satisfactory
	Lacks consistency
	Amount of work is unsatisfactory

11. Suggested Grade

	A	Superior
	B	Above average
	C	Average
	D	Below average
	F	Unsatisfactory (Failure)

12. Average Hours Per Week

	0-9
	10-19
	20-29
	30-39
	40 or more

Comments:

--

Please itemize and evaluate those skills which are basic for your student's job success:

Skills	Above Average	Satisfactory	Needs Improvement (Identify)

Since your student learner's previous rating, he/she has:

Improved:		Remained the Same:		Worsened:	
-----------	--	--------------------	--	-----------	--

Evaluator's:

Printed Name:	
Signature:	
Date:	

Anaheim Union High School District
Education Division

**APPLICATION FOR STUDENT-INITIATED,
NON-CURRICULUM RELATED ORGANIZATION**

CLICK AND ENTER DATA

School:	Cypress High School	Date of Application:	3/19/19
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Policy permits student-initiated non-curriculum related school groups to conduct voluntary meetings on school grounds regardless of the size of the group or the religious, political or philosophical purpose of the students' meetings, under the following conditions:

1. The meetings may not interfere with the orderly operation of the school.
2. The meetings must be open to all students without regard to gender, ethnicity, religion or national origin.
3. School employees may not promote, lead or participate in the meetings.
4. Non-school persons may not direct, conduct, control, or regularly attend the meetings of the student groups.
5. No school system funds may be spent on behalf of the student groups, except for the cost of providing space for the group meetings.

To apply for status as a student-initiated, non-curriculum group, complete the following:

Name of proposed group:

Taekwondo Club

Purpose of the group (Please describe thoroughly):


To teach students about Taekwondo and discuss the different techniques.

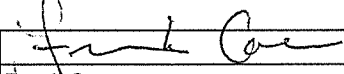
Frequency of group meetings:

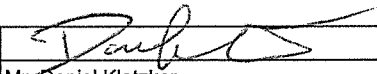
Weekly

Proposed meeting day, time and location:

Day:	Wednesday	Time:	Lunch	Location:	Room 324
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Applicant's Signature:		Date:	March 25, 2019
Printed Name:	Johnny Nguyen		

Advisor's Signature:		Date:	25 Mar 19
Printed Name:	Frank Case		

Principal's Signature:		Date:	3/16/19
Printed Name:	Mr. Daniel Klatzker		

Send signed form to #15, Assistant Superintendent/Education, for approval.

Assistant Superintendent's Signature:		Date:	4/23/19
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Following approval, the completed application will be returned to the school principal.

Anaheim Union High School District
Education Division

**APPLICATION FOR STUDENT-INITIATED,
NON-CURRICULUM RELATED ORGANIZATION**

School:	John F. Kennedy High School	Date of Application:	March 30, 2019
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Policy permits student-initiated non-curriculum related school groups to conduct voluntary meetings on school grounds regardless of the size of the group or the religious, political or philosophical purpose of the students' meetings, under the following conditions:

1. The meetings may not interfere with the orderly operation of the school.
2. The meetings must be open to all students without regard to gender, ethnicity, religion or national origin.
3. School employees may not promote, lead or participate in the meetings.
4. Non-school persons may not direct, conduct, control, or regularly attend the meetings of the student groups.
5. No school system funds may be spent on behalf of the student groups, except for the cost of providing space for the group meetings.

To apply for status as a student-initiated, non-curriculum group, complete the following:

Name of proposed group:

Protecting Animal Welfare Society (PAWS)

Purpose of the group (Please describe thoroughly):

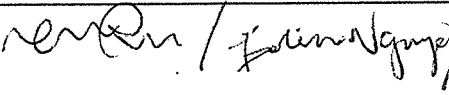
- The purpose of the club is to raise awareness for unsheltered animals, and their mistreatment. The club will also serve to provide support for rescue organizations, through fundraising, amongst other affairs. Such affairs include but are not limited to, volunteer work at local shelters, setup for events catered to animals (ie: Corgi Beach Day, Goldie Palooza, etc.), raising donations for organizations such as ASPCA, or RSPCA. Donation fundraising could be done through the club member selling items such as (just an example), metal straws, this would in turn benefit turtles, while raising money.
- This club also will open up more opportunities for students to become involved with other clubs, through club collaboration. As well as local organizations outside of campus, and help provide direct relief for animals in need. For example, PAWS could organize a fundraiser alongside another club for a fellow animal welfare organization. This in turn would benefit both club collaboration as well as the essential purpose of helping animals in need.

Frequency of group meetings:

Once every three weeks.

Proposed meeting day, time and location:

Day:	Thursdays	Time:	12:02-12:32	Location:	Room 406 & MP-1
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Applicant's Signature:		Date:	March 30, 2019
	Alexis Aguilera		

Anaheim Union High School District
 Education Division
**APPLICATION FOR STUDENT-INITIATED,
 NON-CURRICULUM RELATED ORGANIZATION**
 CLICK AND ENTER DATA

School:	John F. Kennedy High School	Date of Application:	3/31/14
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Policy permits student-initiated non-curriculum related school groups to conduct voluntary meetings on school grounds regardless of the size of the group or the religious, political or philosophical purpose of the students' meetings, under the following conditions:

1. The meetings may not interfere with the orderly operation of the school.
2. The meetings must be open to all students without regard to gender, ethnicity, religion or national origin.
3. School employees may not promote, lead or participate in the meetings.
4. Non-school persons may not direct, conduct, control, or regularly attend the meetings of the student groups.
5. No school system funds may be spent on behalf of the student groups, except for the cost of providing space for the group meetings.

To apply for status as a student-initiated, non-curriculum group, complete the following:

Name of proposed group:

Students United Club

Purpose of the group (Please describe thoroughly):

<p>The main purpose of this club is to address the lack of interaction with our special ed students in schools. Although we attend the same school, it is very unlikely that our peers are able to interact with special ed students due to us being in different classes. Although there are some classes that allow interaction with special ed students, they are quite scarce and are hard to fit into schedules for many students. By organizing buddy systems and meetings between our special ed and non special ed students through our club, we hope to be able to include them in our community and be able to interact with them more often. My organization will also work with church and volunteering organizations such as the Sarang Church Volunteering Organization and Miral Volunteering Organization in order to help special ed students learn daily life skills while also offering our students more volunteer opportunities. Some socials we planned are simple things such as taking them to movies within our school by working with the Film Literature Society while also including them in pep rallies through cooperation with our ASB</p>

Frequency of group meetings:

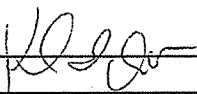
Every 2 weeks


Proposed meeting day, time and location:

Day:	Wednesday	Time:	Lunch Time	Location:	Club Advisor's Room
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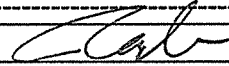
Applicant's Signature:	Michael Kim	Date:	3/4/14
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Printed Name:	Michael Hyungwook Kim
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Advisor's Signature:		Date:	3/4/19
Printed Name:	Kimberly Idio		

Principal's Signature:		Date:	03/04/2019
Printed Name:	Regina Zurbano		

Send signed form to #15, Assistant Superintendent/Education, for approval.

Assistant Superintendent's Signature:		Date:	4/23/19
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Following approval, the completed application will be returned to the school principal.

APPLICATION FOR CURRICULUM-RELATED STUDENT ORGANIZATION

CLICK AND ENTER DATA IN THE APPROPRIATE AREAS (DOUBLE CLICK SHADED BOXES)

Name of Organization:

Technology Student Association

School:

John F. Kennedy High School

Name(s) of student(s) making application:

Laura Mercado

Staff Sponsor(s):

Mr. Park

List purposes, objectives, and activities of organization (attach copy of Constitution and By-Laws)

The objective of this organization is to give opportunities to students who are looking to further their education in **STEAM**.

Proposed meetings:

Day(s):	Monday/Thursday	Time(s):	12:05 – 12:30	Location:	John F. Kennedy
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Special equipment? No Yes – Describe:

There may be, special equipment needed depending on the events students choose to compete in at the state or national conference. The special equipment that may be needed include examples like, plywood, figure printing kits, and engineering paper.

Qualifications for membership, if any:

The qualifications to be a member in T.S.A. are to be affiliated with national T.S.A. which has a fee generally around fifty dollars depending on how many people join our club/chapter and what membership plan we decide to choose.

How are officers elected?

For an officer to be elected they must be voted in the position they chose to run for. They are voted by other T.S.A. members in the same club/chapter.

Term?

A term is a year.

State relationship to curriculum and/or instructional program of the district, and describe

how the organization will serve as an extension of or adjunct to the curriculum. Include specific reference to the courses of study, classes, or programs which the organization is intended to supplement; the instructional materials or learning resources which will be used; the skills, concepts, or attitudes which are planned to be developed; and the evaluation techniques which will be used to assess whether or not the objectives have been achieved:

This organization will serve as an extension to curriculum taught in schools, by this club giving students the opportunity to increase their knowledge on **STEAM** careers and classes. In this organization students will learn the skills to be innovated, to improve leadership, and more. Students will be able to use the national T.S.A. website as an instructional material to prepare for any competitions.

Describe the function of the staff adviser in the promotion, supervision, and leadership of the organization:

The function of the staff advisor is to provide students with deadlines, news about any new events /competitions and as a chaperone at state and national level competitions.

Will this organization be raising funds for any purpose? No Yes – Describe how funds will be raised and for what purpose:

Funds will be raised by outside sponsors and fund raisers held by T.S.A. In addition to applying for the champion fund that National T.S.A. gives to first year clubs.

The undersigned agree to comply with all applicable district policies, school guidelines, and rules, as adopted and amended:

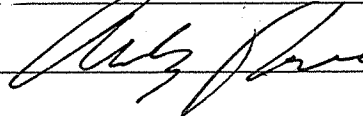
Signature of student making application:



Printed name of student making application:

Laura Mercado

Signature of faculty sponsor:



Printed name of faculty sponsor: Andrew Park

Faculty sponsor: I have reviewed this application and

- the application is complete
- the Constitution/By-Laws are attached
- the application is not complete (explain):

Signature of School Principal:

[Handwritten Signature]

Regina Zurbano

Date:

04/03/2019

Signature of Assistant Superintendent of Education:

[Handwritten Signature]

Date:

4/13/19

Education Office Use Only:

Board of Trustees action: Approved Denied Date:

Submit completed form to the Assistant Superintendent of Education (mail location #15).

Anaheim Union High School District
 Education Division
**APPLICATION FOR STUDENT-INITIATED,
 NON-CURRICULUM RELATED ORGANIZATION**

School:	Dale JH	Date of Application:	3.8.19
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Policy permits student-initiated non-curriculum related school groups to conduct voluntary meetings on school grounds regardless of the size of the group or the religious, political or philosophical purpose of the students' meetings, under the following conditions:

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2. The meetings must be open to all students without regard to gender, ethnicity, religion or national origin.
3. School employees may not promote, lead or participate in the meetings.
4. Non-school persons may not direct, conduct, control, or regularly attend the meetings of the student groups.
5. No school system funds may be spent on behalf of the student groups, except for the cost of providing space for the group meetings.

To apply for status as a student-initiated, non-curriculum group, complete the following:

Name of proposed group:

Pep Club

Purpose of the group (Please describe thoroughly):

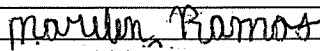
<p>The goal of Pep Club will be to inspire and develop student leaders on campus. The activities involved will be about students building positive climate through positive school spirit.</p> <ul style="list-style-type: none"> • After school sport spirit (positive sport posters, attending sporting events, recognition of athletes). • Quarterly staff appreciation craft/surprise • Student of the week • Sub care packages • Supporting/Organizing Spirit Assemblies • Possible mascot at school events
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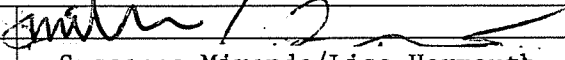
Frequency of group meetings:

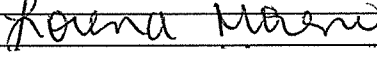
Weekly

Proposed meeting day, time and location:

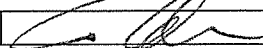
Day:	Wed	Time:	LEAD Time & after school as needed	Location:	Dale class room
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Applicant's Signature:		Date:	3/7/19
Printed Name:	Marilyn Ramos		

Advisor's Signature:		Date:	3/8/19
Printed Name:	Sussanne Miranda/Lisa Hormouth		

Principal's Signature:		Date:	3/18/19
Printed Name:	Lorena Moreno		

Send signed form to #15, Assistant Superintendent/Education, for approval.

Assistant Superintendent's Signature:		Date:	4/23/19
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Following approval, the completed application will be returned to the school principal.

**APPLICATION FOR STUDENT-INITIATED,
NON-CURRICULUM RELATED ORGANIZATION**

CLICK AND ENTER DATA

School:	LEXINGTON JHS	Date of Application:	04/01/2019
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Policy permits student-initiated non-curriculum related school groups to conduct voluntary meetings on school grounds regardless of the size of the group or the religious, political or philosophical purpose of the students' meetings, under the following conditions:

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3. School employees may not promote, lead or participate in the meetings.
4. Non-school persons may not direct, conduct, control, or regularly attend the meetings of the student groups.
5. No school system funds may be spent on behalf of the student groups, except for the cost of providing space for the group meetings.

To apply for status as a student-initiated, non-curriculum group, complete the following:

Name of proposed group:

GAY STRAIGHT ALLIANCE

Purpose of the group (Please describe thoroughly):

The purpose of this group is to support LGBTQA students and bring awareness to issues they face. Provide a safe place for students to meet, support each other, talk about issues related to sexual orientation and gender identity and expression, and work to end homophobia and tran phobia. We will work together to provide support, build community and take action to create change.

Frequency of group meetings:

Once a week

Proposed meeting day, time and location:

Day:	Friday	Time:	Lunch	Location:	Library
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Applicant's Signature:	<i>Stephanie Anaya</i>	Date:	4/1/19
Printed Name:	Stephanie Anaya		

Advisor's Signature:	<i>Marianne Stewart</i>	Date:	4/1/19
Printed Name:	Marianne Stewart		

Principal's Signature:	<i>Amber Houston</i>	Date:	4/1/19
Printed Name:	Amber Houston		

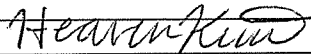
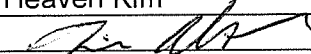
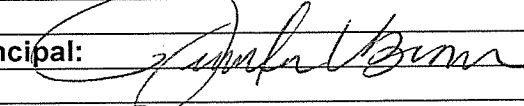

Send signed form to #15, Assistant Superintendent/Education, for approval.

Assistant Superintendent's Signature:	<i>[Signature]</i>	Date:	4/23/19
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Following approval, the completed application will be returned to the school principal.

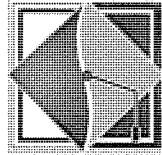
APPLICATION FOR CURRICULUM-RELATED STUDENT ORGANIZATION

CLICK AND ENTER DATA IN THE APPROPRIATE AREAS (DOUBLE CLICK SHADED BOXES)

Name of Organization:		School:	
Civics Core Club		Walker JH	
Name(s) of student(s) making application:			
Heaven Kim			
Staff Sponsor(s):			
Tina Alvahuante & Valerie Armijo			
List purposes, objectives, and activities of organization (attach copy of Constitution and By-Laws)			
Civic responsibility and engagement			
Proposed meetings:			
Day(s):	Fridays	Time(s):	2:30 pm – 3:30 pm
Location:	Room 3		
Special equipment? <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes – Describe:			
Qualifications for membership, if any:			
Core students			
How are officers elected?		Term?	
Elections		One year	
State relationship to curriculum and/or instructional program of the district, and describe how the organization will serve as an extension of or adjunct to the curriculum. Include specific reference to the courses of study, classes, or programs which the organization is intended to supplement; the instructional materials or learning resources which will be used; the skills, concepts, or attitudes which are planned to be developed; and the evaluation techniques which will be used to assess whether or not the objectives have been achieved:			
The club will promote civic engagement in our community and help in organizing events created by the Civics Core class. Members will be evaluated on their participation and completion of projects/event that benefit our community. For example, beautifying our campus, trash bash day, and other civic-related issues.			
Describe the function of the staff adviser in the promotion, supervision, and leadership of the organization:			
To guide and monitor activities			
Will this organization be raising funds for any purpose? <input type="checkbox"/> No <input checked="" type="checkbox"/> Yes – Describe how funds will be raised and for what purpose:			
Sales of products, like books			
The undersigned agree to comply with all applicable district policies, school guidelines, and rules, as adopted and amended:			
Signature of student making application:			
Printed name of student making application:	Heaven Kim		
Signature of faculty sponsor:			
Printed name of faculty sponsor:	Tina Alvahuante		
Faculty sponsor: I have reviewed this application and			
<input checked="" type="checkbox"/> the application is complete		<input checked="" type="checkbox"/> the Constitution/By-Laws are attached	
<input type="checkbox"/> the application is not complete (explain):			
Signature of School Principal:			Date: 4/9/2019
Signature of Assistant Superintendent of Education:			Date: 4/23/19
Education Office Use Only:			
Board of Trustees action:	<input type="checkbox"/> Approved	<input type="checkbox"/> Denied	Date:

Submit completed form to the Assistant Superintendent of Education (mail location #15).

AGREEMENT BETWEEN



ANAHEIM UNION HIGH SCHOOL DISTRICT

AND



CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

AND ITS

CHAPTER 74

CLASSIFIED SUPPORT SERVICES

For the Period

July 1, 2017

to

June 30, 2020

Approved by the Board of Trustees: December 13, 2018
For 2017-18

Approved by the Board of Trustees: Pending
For 2018-19

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ATTACHMENTS

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ARTICLE 1: RECOGNITION

The Board recognizes Anaheim Chapter 74, California School Employees Association (CSEA), as the sole and exclusive representative of employees performing services in categories and groupings of positions and classification described as follows:

Included:

ACTIVE	INACTIVE
Accounting Technician	Account Clerk
Administrative Assistant	Administrative Secretary (currently Senior Administrative Assistant)
Administrative Assistant (Bilingual)	ASB Account Clerk (currently ASB Accounting Technician)
Administrative Assistant - Program Support	Brailist (currently Braille Transcriber)
Art Designer	Career Center Technician
ASB Accounting Technician	Computer Lab Assistant
Assessment & Evaluation Technician	Computer Lab Technician
Athletic Trainer	Computer Operator
Behavior Intervention Specialist	Data Entry Technician
Benefits Specialist	District Testing Technician
Benefits Technician	English Learner Program Tech
Braille Transcriber	General Office Clerk (currently Office Assistant)
Business Technician	Health Clerk (currently Health Services Technician I)
Buyer	Health Clerk/Hope
Campus Safety Aide	Health Services Technician III (currently LVN)
Child Welfare and Attendance Liaison	Instructional Assistant-Severely Handicapped
Credentials Technician	Instructional Assistant-Special Education
District Receptionist	Instructional Assistant-Special Education/Bilingual
Facilities Planning Assistant	Intermediate Clerk
Family and Community Engagement Specialist	Instructional Materials Technician
Food Service Accounting Specialist	Paraeducator I
Food Service Technician	Paraeducator II
Health Services Technician I	Payroll Clerk
Health Services Technician II	Personnel Technician (currently Human Resources Technician)
Human Resources Technician	Planning Technician
Information Systems Specialist I	Program Analyst
Information Systems Specialist II	Programmer
Information Systems Technician	Purchasing Clerk
Instructional Assistant	School Community Liaison Bilingual
Instructional Assistant-Adult Transition	Secretary
Instructional Assistant-Behavioral Support	Secretary Clerk I
Instructional Assistant-Mathematics	Secretary Clerk II
Instructional Assistant-Medically Fragile/Orthopedically Impaired	Secretary-Bilingual
Instructional Assistant-Special Abilities	Senior Computer Operator
Instructional Assistant-Deaf/Hard of Hearing	Senior Payroll Clerk
Instructional Assistant-Visually Impaired	Senior Purchasing Clerk
Instructional Assistant-Specialized Academic Instruction	Testing Statistical Technician
Instructional Assistant-Spec Academic Instruction (Bilingual)	Translator Clerk
Instructional Assistant-Student/Parent Liaison	
Instructional Assistant-Student/Parent Liaison-Bilingual	
Instructional Assistant-Bilingual (Arabic)	
Instructional Assistant-Bilingual (Korean)	
Instructional Assistant-Bilingual (Spanish)	
Instructional Assistant-Bilingual (Vietnamese)	
Job Developer/Job Coach	
Language Program Technician	
Language Testing Assistant	

Legal Administrative Assistant
Licensed Vocational Nurse
Network Analyst
Network Technician
Office Assistant
Office Assistant (Bilingual)
Parent Involvement Specialist
Payroll Technician
Procurement Contract Specialist
Programmer Analyst
Publications Technician
Risk Management Technician
School Community Liaison
School Library/Media Technician
Secretary-Attendance
Secretary-Attendance-Bilingual
Secretary-Program Support
Secretary-Program Support-Bilingual
Secretary-Registrar/Records
Secretary-Registrar/Records-Bilingual
Secretary-School Support
Secretary-School Support-Bilingual
Senior Accounting Technician
Senior Administrative Assistant-Program Support
Senior Administrative Assistant-Program Support (Bilingual)
Senior Administrative Assistant-School Support
Senior Administrative Assistant-School Support (Bilingual)
Senior Administrative Assistant-Procurement Specialist
Senior Budget Technician
Senior Credentials Technician
Senior Payroll Tech
Sign Language Interpreter
Speech-Language Pathology Assistant
Systems Administrator
Webmaster
Workability Placement Assistant

Excluded:

Management / Supervisory

Accountant	Accounting Manager
Accounting Supervisor	Assistant Director of Maintenance and Operations
Budget Manager	Catering Manager
Controller	Director of Building Inspections
Director of Business Operations	Director of Construction
Director of Facilities and Planning	Director of Human Resources-Classified
Director of Information Systems	Director of Maintenance and Operations
Director of Nutrition Services	Director of Publications
Director of Purchasing and Central Services	Director of Transportation
Educational Technology Supervisor	Family & Student Support Specialist
Food Services Site Manager I	Food Services Site Manager II
Food Services Supervisor	Garage Supervisor
Maintenance Lead	Maintenance Supervisor
Operations Supervisor	Payroll Supervisor
Project Manager	Public Information Manager
Risk Manager	Site Custodial Supervisor I
Site Custodial Supervisor II	Warehouse Supervisor

Confidential Positions

Executive Assistant
Human Resources Specialist
Senior Executive Assistant

AFSCME Positions

Athletic Facilities Worker I	Athletic Facilities Worker II
Audio-Visual Technician	Auditorium Operations Technician
Bus Driver	Custodian
Driver Instructor	Electronics Technician
Equipment Operator	Equipment Repair Mechanic
Food Service Assistant I	Food Service Assistant II
Food Service Assistant III	Food Service Assistant III-Bilingual
Food Service Assistant IV-Food Preparation	Food Service Assistant IV-Food Production Office
Food Service Baker	Food Service Cook
Food Service Equipment Technician	Graphic Art Technician
Grounds Maintenance Worker	Heavy Equipment Operator
HVAC Technician	Instrument Repair Technician
Inventory Control Specialist	Irrigation Systems Technician
Maintenance Carpenter	Maintenance Electrician
Maintenance Floor/Plaster Worker	Maintenance Glazier
Maintenance Locksmith	Maintenance Painter
Maintenance Plumber	Maintenance Service Worker
Maintenance Welder/Fabricator	Mechanic
Microcomputer Technician	Network Technician
Offset Press Operator	Pool Maintenance Technician
School Site Technology Technician	Senior Custodian
Senior Equipment Operator	Senior Graphic Arts Technician
Senior Warehouse Worker-Central Warehouse	Senior Warehouse Worker-Nutrition Services
Shop Equipment Repair Technician	Technology Services Assistant
Transportation Dispatcher	Transportation Operations Specialist
Warehouse Worker-Central Warehouse	Warehouse Worker-Nutrition Services

NON-CLASSIFIED

AVID Tutor	Coaches
Custodian Assistant	Extra Service Specialists
JROTC Instructors	Social Worker Interns
Student Workers (All Programs)	Substitutes

The Association, in turn, recognizes the Board as the duly elected representative of the people and agrees to negotiate exclusively with the Board through the provisions of the Rodda Act. The Association further agrees that it, its members and agents shall not attempt to negotiate privately or individually with any Board member or manager.

The Association agrees that this represents the appropriate unit and that it will not seek by any means, including but not limited to any PERB proceedings to amend or change in any way the unit described herein. However, the Association shall have the right to seek unit clarification by PERB proceedings on any new titled not specified in the above unit description. Nothing agreed to herein will prevent adjustments to the unit to be made by mutual agreement of the District and the Association.

Disputes concerning this Article are not subject to the grievance provisions subject to Article 4.

ARTICLE 2: HEALTH AND WELFARE

2.1 Primary Benefits

The Board shall contribute towards the cost of medical, dental, life, vision care, disability, and accidental death /dismemberment insurance benefits for active employees who are within the unit as indicated below:

2.1.1 Medical Insurance

PPO: Self-insured major medical with \$275 deductible per person, maximum of \$1,100 per family for unit members and eligible dependents utilizing the Blue Cross Prudent Buyer Plan, including prescription coverage, in the amount not to exceed the super composite rate established for 2017 of \$1,348 per month or \$16,179 per year per enrolled unit member.

HMO: HMO insurance for unit members and eligible dependents utilizing Anthem Blue Cross, in the amount not to exceed the super composite rate established for 2017 of \$1234 per month or \$14,814 per year per enrolled unit member. On or as of December 31, 2017, Anthem Blue Cross Fully Funded HMO Plan will be discontinued as a medical insurance offering to active employees.

2017 Blended Super Composite Rate and Maximum District Contribution: The blended super composite rate shall be the weighted average of the PPO and HMO super composite rates above. Beginning with the 2017 calendar year, the District's contribution to the blended super composite rate shall not exceed \$15,475.

Example:

1,238 employees are in the HMO. (46%)

1,433 employees are in the PPO. (54%)

46% of \$11,808 = \$5432. 54% of \$14,364 = \$7,757.

\$5432 + \$7757 = \$13,189 is 2013 blended super composite rate.

EPO: Beginning January 1, 2018, a District Self-Funded EPO (Exclusive Provider Organization) medical insurance plan will be provide as an offering to active employees in place of the discontinued Anthem Blue Cross Fully Funded HMO Plan.

For the 2018 calendar year, the District Self-Funded EPO will utilize the Blue Cross Prudent Buyer PPO Network, and the EPO Plan as well as all co-pays and out-of-pocket maximums shall remain the same as the former Anthem Blue Cross HMO that was in effect as of January 1, 2017, with the exception of the Plan

administrator, Prescriptions drug and the Mental Health carriers. Plan Administration Services will be provided by BRMS, psychological mental health services (Including Alcohol and Drug Abuse Care) will be provided by the Holman Group, and prescription services will be provided through Express Script, Inc.

Blended Super Composite Rate and Maximum District Contribution: The 2018 maximum District contribution to the blended super composite rate is \$15,759. For calendar year 2018, the blended super-composite rate is \$16,078. The maximum District contribution to the blended super composite rate will be \$16,078. There will be no employee contribution for calendar year 2019.

2.1.2 Life and Accidental Death/Dismemberment Insurance

Life and accidental death/dismemberment insurance for employee and life insurance protection for employee's spouse and eligible children.

2.1.3 Dental Insurance

Dental insurance for employee and eligible dependents (no deductible) \$1,500/\$1,700 yearly maximum per person including 70 percent coverage for major dental procedures or Delta Care PMI dental insurance.

2.1.4 Vision Care Insurance

Vision health services with special contact lens provisions for employees and eligible dependents.

2.1.5 Alcohol, drug abuse and psychological care utilizing MHN/Holman Company for employees and eligible dependents.

2.1.6 Hearing aids and hearing examination for employees only as required by a physician.

2.1.7 Short-term income protection plan, sixty-six and two-thirds (66 2/3) percent benefit, with a maximum monthly benefit of \$5,000.00 per month, and a minimum amount of not less than \$25.00 per month up to two years with a sixty (60) day waiting period with American Fidelity Assurance as Administrator and Plan Provider.

2.2 **Surviving Dependent Coverage**

In the event an employee expires while in a paid status, currently covered surviving dependents shall be extended District health and dental benefits coverage at District expense for a period of four (4) additional calendar months following the month of the employee's death.

2.3 Right to Contact

The Association shall have the right to contact the health and welfare contract administrator directly for any information it wishes relative to the plan, but a copy of such request and a copy of any answer received from the contract administrator shall be sent to the District.

2.4 Self-Insurance Plan

The District will maintain a self-insurance plan. The contract administrator will be selected by the District after consultation with the District Insurance Committee.

2.5 All eligible employees who retire/terminate from the Anaheim Union High School District shall be eligible to participate in COBRA.

2.6 Health and Welfare Parity

If an agreement is reached with any other collective bargaining group on Health and Welfare that contains a greater benefit than the current plan or higher maximum District contribution, the District or CSEA may request, and the other party will agree, to re-open negotiations on Health and Welfare for 2019.

2.7 Insurance Committee

The Association may name three (3) regular members to the District Insurance Committee. Attendance at the meetings will not count against union business as described in 14.1. The Insurance Committee will review cost containment measures to reduce the cost of benefits and make recommendations on benefit modifications to the plan.

The Association and the District negotiation teams will work to reach an agreement on such cost containment provisions and upon agreement, recommendations shall be submitted for ratification.

If such agreement is not reached prior to November 1 of each year, the current benefits plan will carry over to the following plan year and the District is authorized to initiate payroll deductions beginning with the first paycheck in February for the difference between an average of the super composite rates of the PPO and EPO from current year and the average of the super composite rates for the new year.

The District and CSEA agree to negotiate on health and welfare beginning October 2 through October 31 in an effort to negotiate any plan changes or other cost containment measures.

2.8 Retiree Benefits

2.8.1 All employees ages 60-65 who are regular classified personnel in the employment of the District and who retire(d) from the District with fifteen (15) or more years of service and who are not otherwise covered by any similar programs provided through social security or other classified retirement plans shall be provided with major medical, including prescription

coverage, and dental portions of the fringe benefits compensation package for the retiree only, at no cost to him/her.

Classified employees who retire with fifteen (15) or more years of service to the District, and who have not attained the age of 60, who wish to participate in the major medical, including prescription coverage, and dental portion of the fringe benefit compensation package may do so by depositing the monthly amount of the premium with the District Business Office. The amount of the premium will be based on the regular employee rate established each year by the District's Plan Administrator and the EPO provider.

To remain eligible for the District paid major medical and dental benefit coverage from ages 60-65, the retiree must deposit the monthly amount of the premium with the District Business Office from the date of retirement until age 60.

- 2.8.2 After meeting the requirements of 2.8.1 employees hired prior to 1979 who retire prior to the age of 60, the Board of Trustees shall provide the 1979-80 fringe benefit amounts toward the Major Medical and Dental portion of the fringe benefit compensation package to all regular classified employees.
- 2.8.3 Retirees referred to in the above paragraph who wish to continue participation in the program will be required to make monthly payments, in advance, to the Business Office the difference between the current year costs and the 1979-80 costs. Current differential: \$58. for PPO medical, \$46.30 for EPO/HMO medical, and \$10.40 for dental coverage for employees only.
- 2.8.4 On the 1st day of the month immediately preceding the date that a retiree attains age 65, or becomes eligible for Medicare whichever occurs first, retiree coverage shall terminate. At this time the retiree is eligible to purchase a Medicare supplement from the District if the retiree is eligible for Medicare.
- 2.8.5 Members retiring after 1979 shall receive Major Medical and Dental fringe benefits no greater than those offered current, active bargaining classified employees.
- 2.8.6 Eligible retirees age 65 and older will be provided, at their cost, a medical plan with prescription coverage comparable to the terms in Article 2.1.

2.9 Eligibility

All employees in the bargaining unit who work at least four (4) hours per day in a regular classified position shall be covered under the programs provided in Section 2.1 and 2.6 of this Article.

Employees on unpaid leave of absence who wish to participate in the program may do so by depositing their premium costs with the District Business Office.

2.10 IRS Section 125 - Flexible Benefit Plan

The District shall provide an Internal Revenue Service Section 125 Plan for unit members. Such plan will include but not be limited to eligible medical and disability income insurance and dependent care expenses. The plan administrator for the IRS Section 125 Plan shall be American Fidelity Assurance Company, mutually agreed upon by the Association and the District. Participation by bargaining unit members in the plan shall be voluntary.

ARTICLE 3: ORGANIZATIONAL SECURITY

3.1 Membership Applications and Information about CSEA Dues

The District shall distribute CSEA-supplied membership applications to new hires (but not make any statement suggesting workers must join). The District shall refer all employee questions about CSEA or dues over to the CSEA Labor Relations Representative.

3.2 Right to Payroll Deduction

CSEA shall have the sole and exclusive right to payroll deduction of regular membership dues. The employer shall deduct, in accordance with the CSEA dues schedule, dues from the wages of all employees who are members of CSEA. There shall be no charge by the employer to CSEA for regular membership dues deductions.

3.3 Revocation of Membership

The District shall refer all employee requests to revoke membership to the CSEA Labor Relations Representative and shall obtain his/her approval on behalf of the Association before processing any revocation request.

3.4 Changes in Deductions

The District shall not be obligated to put into effect any new or changed deductions until the pay period commencing thirty (30) days or more after such submission.

3.5 Dues Remissions and Information

With respect to all sums deducted by the District pursuant to Sections 3.2, 3.3, and 3.4 above, the District agrees to promptly remit such monies to CSEA, accompanied by an alphabetical list of unit members for whom membership fee deductions have been made, and an alphabetical list of unit members for whom no CSEA dues deductions have been made. Both lists will indicate any changes in personnel from the list previously furnished.

3.5.1 The Association agrees to furnish any information needed by the District to fulfill the provisions of the Article.

3.6 Hold Harmless

CSEA shall indemnify the District for any claims arising from its compliance with this article. The District shall promptly notify CSEA of any claims or litigation arising from implementation of this article.

ARTICLE 4: GRIEVANCE PROCEDURES

Definition: A grievance is defined as a statement by an employee and/or the Association that the District violated an express term of this Agreement and that by reason of such violation the employee's rights have been adversely affected. (Reference: South Bay USD V. PERB (1991))

4.1 Rights of the Association

4.1.1 Individual Rights - This grievance procedure is not intended to deny the right of any individual to seek a satisfactory resolution of his problem by himself.

4.1.2 If an employee is not represented by the Association or its representative, the District shall notify the Association whenever a grievance has been filed, and prior to an adjustment of the grievance shall notify the Association of the proposed adjustment and shall provide the Association with the opportunity to respond to the proposed adjustment. In any event, an adjustment made pursuant to this 4.1.2 shall not be used by the District as precedent for resolving future grievances or to establish a past practice.

4.2 General Provisions

4.2.1 The grievant shall have the right to be represented in all his/her discussions concerning the grievance by the Association.

4.2.2 Grievances which proceed beyond the informal step shall be in writing on a form to be approved by the Board of Trustees and shall contain a clear, concise statement of the grievance including the specific provisions of this Agreement alleged to have been violated, the circumstances involved, and decision rendered at the informal conferences and the specific remedy sought.

4.2.3 At each step of the formal grievance procedure, unless the parties have mutually agreed to alternate wording, the ultimate disposition shall be rendered by one of the following statements:

4.2.3.1 Grievance sustained.

4.2.3.2 Grievance denied.

4.2.3.3 Grievance sustained in part.

4.2.3.4 In addition to the above, all responses shall contain a statement of the rationale for the response.

4.2.4 An appeal by the grievant from the disposition of any step shall be accompanied by the following material:

4.2.4.1 The original grievance.

4.2.4.2 The disposition of the grievance at each step.

- 4.2.4.3 Any written materials introduced as evidence in lower levels.
- 4.2.5 During any grievance meetings, only the following participants shall be permitted to attend:
 - 4.2.5.1 The grievant(s).
 - 4.2.5.2 The grievant's representative (maximum of three).
 - 4.2.5.3 The respondent.
 - 4.2.5.4 The respondent's representative (maximum of two).
 - 4.2.5.5 Any witness deemed necessary by either party. At the request of either party, all witnesses for both parties shall be sequestered.
- 4.2.6 Failure to meet time limits. If a grievance is not processed by the grievant and the Association in accordance with the time limits set forth in this Article, it shall be considered settled on the basis of the decision last made by the District. If the District fails to respond to the grievance in a timely manner at any level, the running of its time limit shall be deemed a denial of the grievance and termination of the level involved, and the grievant may proceed to the next step. Time limits hereunder may be lengthened or shortened in any particular case only by mutual written agreement. The parties will attempt in good faith to adjust time limit problems which occur after Step 1 as a result of the summer recess, winter or spring break.
- 4.2.7 The grievant and grievance representative shall be entitled to be present and to participate in all grievance meetings and discussions.
- 4.2.8 The grievant and necessary witnesses shall be released from assigned responsibility without loss of compensation when participating in grievance meetings held during the school day.
- 4.2.9 Copies of grievance shall not be placed in the personnel file of the grievant.
- 4.2.10 The District representative is the chairperson of the meeting. The standard format for a grievance meeting shall be as follows:
 - 4.2.10.1 Presentation of grievant's case (including the calling of witnesses).
 - 4.2.10.2 Presentation of respondent's case (including the calling of witnesses).
 - 4.2.10.3 Grievant's rebuttal.
 - 4.2.10.4 Respondent's rebuttal.
 - 4.2.10.5 Informal discussion.

4.2.11 For purposes of computing the time limits set forth in this Article, a "day" is any day in which the central administration office is open for business.

4.2.12 The original written remedy sought by the grievant may be modified at any subsequent level, on mutual agreement by both parties.

4.3 Grievance Procedures

4.3.1 Step 1 When an employee has a complaint, the complaint may be brought to the attention of the appropriate supervisor in an attempt to resolve the problem informally through discussion.

4.3.2 Step 2 The grievant may present the grievance in writing to the appropriate administrative representative of the Board. Such grievance must be presented within twenty (20) days of the occurrence which led to the grievance, or within twenty (20) days of the date the grievant could reasonably be expected to have knowledge of the occurrence. Within five (5) days of the filing of the grievance, a meeting shall be held with the grievant and his/her representative. The respondent shall render the Step 1 disposition within five (5) days after the Step 1 meeting.

4.3.3 Step 3 In the event the grievant is not satisfied with the decision at Step 1, the grievant may appeal the decision in writing to the Superintendent or his/her designee. Such appeal must be made within ten (10) days of the termination of Step 1.

The appeal shall include a copy of the original grievance, the decision rendered at Step 1, and a clear, concise statement of the reasons for the appeal. Step 2 hearings shall be held within ten (10) days of the receipt of the appeal from Step 1.

The Superintendent or designee shall communicate a decision within five (5) days after the date of the Step 2 hearing and such a decision will terminate Step 2.

4.4 Arbitration

4.4.1 Submission to Arbitration

If the Association is not satisfied with the decision in Step 3, the grievance may be submitted by the Association to arbitration, provided that notification of the submission to arbitration is given to the Superintendent within fifteen (15) days of the Association's receipt of the Step 3 decision.

4.4.2 Selection of Arbitrator

The Association and the District shall attempt to agree upon an arbitrator. If no agreement is reached within ten (10) days, the parties shall request the Public Employees Relations Board (PERB) to submit to the Association and the District the names of seven (7) arbitrators, all of whom are located in Southern

California, and who are members of the National Academy of Arbitrators. Each party shall alternately strike a name until only one (1) name remains who shall be the arbitrator. The party who strikes the first name shall be determined by lot.

4.4.3 Hearing: Arbitrator's Decision

The arbitrator selected in accordance with paragraph 4.4.2 above shall conduct a hearing promptly, and in accordance with the rules of the American Arbitration Association. The arbitrator shall hear the issues presented, and shall render a decision promptly, but in no event later than thirty (30) days from the deadline for filing post-hearing briefs, whichever occurs later.

4.4.4 Fees and Expenses

The fees and expenses of the arbitrator and the hearing shall be borne equally by the parties. All other expenses, including witness fees, conferees, etc., shall be borne by the party incurring them, except that the grievant, the grievance representative, and a reasonable number of necessary witnesses shall be released from their assignments without loss in compensation or cost to the Association.

4.4.5 Statement of Issues

The arbitrator shall be limited to deciding the issue(s) submitted to him/her. If the parties cannot agree upon a statement of the issues, the arbitrator shall determine the issue(s). In cases of procedural disputes regarding arbitrability, timelines, etc., the arbitrator shall be empowered to rule on such disputes.

4.4.6 Limitations Upon Arbitrator

The arbitrator shall have no power to alter, amend, change, add to, or subtract from any of the terms of this Agreement, but shall determine only whether or not there has been a violation of the Agreement, in respect alleged in the grievance and the appropriate remedy. The decision of the arbitrator shall be based solely upon evidence and arguments presented by the respective parties in the presence of each other and upon arguments presented in briefs. This Agreement constitutes a collective bargaining agreement between the parties which shall be interpreted and applied to the parties by the arbitrator in the same manner as any other collective bargaining agreement under the laws of the State of California.

The function and purpose of the arbitrator is to determine disputed interpretations of terms actually found in the Agreement, or to determine disputed facts upon which the application of the Agreement depends. The arbitrator shall therefore not have authority to decide any issue not submitted or to interpret or apply the Agreement so as to change what can be fairly said to have been the intent of the parties as determined by generally accepted rules for contract construction. Past practice of the parties in interpreting or

applying terms of this Agreement may be relevant evidence, but shall not be used so as to justify, or result in, a modification (whether by addition or subtraction) of the written terms of this Agreement.

The arbitrator shall only have the power to render an award on grievances occurring while this Agreement is in effect.

The arbitrator may hear and determine only one (1) grievance at a time unless the parties expressly agree otherwise. Both parties will in good faith endeavor to handle cases which involve the same or similar facts and issues in an expeditious and convenient manner.

No decision rendered by the arbitrator shall be retroactive beyond the beginning of the last payroll period prior to the twenty (20) day period specified in Step 1 of the grievance procedure.

4.4.7 Rules of Procedure

The arbitrator shall apply the rules of procedures normally followed by arbitrators in Southern California with respect to binding arbitration hearings, opinions and awards pertaining to classified public school employees. Upon agreement of the parties, the arbitration may proceed under expedited rules of the American Arbitration Association and notice of such agreement shall accompany any request for a list of arbitrators.

The decision of the arbitrator, within the limits herein prescribed by this Article, shall be binding on the Association, the District, and grievant.

4.5 No Reprisals

No reprisals of any kind will be taken against any participant in the grievance procedure by reason of such participation.

ARTICLE 5: WORKING HOURS

5.1 Workweek

The employee's regular workweek shall consist of five (5) consecutive days from Monday through Friday, inclusive. It is recognized, however, that the actual workweek is a seven (7) day period, Monday through Sunday, inclusive, and that the Board may assign employees to consecutive workdays other than Monday through Friday within this seven (7) day period. If the District determines that the needs of the District dictates a changing of a regular work week that is different from the initial fixed and ascertainable date of hire, the District shall first solicit volunteers to meet those needs. If no volunteers are forthcoming, the District may impose changes on a seniority based criteria with the least senior employee being affected first, followed by the next senior in successive order until the District's need is met.

5.2 Work Year

The length of each employee's work year shall be determined by the District. Any change in the established work year of any unit member shall be negotiated with the association.

Beginning with the 2015-16 school year, the work year for 9-month hourly employees will be increased by two days. The first workday will be two days prior to the first student day.

5.3 Workday

The employee's regular workday shall consist of eight (8) hours of work, except that the Board may assign employees to a greater or lesser period of regular daily work whenever the needs of the District so dictate. Any reduction in assigned time shall be accomplished in accordance with the District layoff procedures as stated in the CSEA contract Article 11.20, in effect at the time of the action. In the event of a layoff, the District will meet and negotiate over the effects of the layoff with the Association. (Reference: Newman-Crows Landing USD (1982) PERB 223)

5.4 In-service Days

After the first student attendance day in August, on days designated by administrators as teacher training, preparatory or in-service days, which are student nonattendance days, or days which are regular student days classified personnel shall receive regular pay whether or not they are required to report for duty that day. (Ed Code 45203) The District has the option to schedule in-service training or regularly assigned work.

5.5 Lunch Periods

Each employee shall be granted an unpaid duty free lunch period of at least one-half (1/2) hour, which shall be scheduled by the immediate supervisor at or about the midpoint of each shift.

5.6 Rest Periods

Each bargaining unit employee shall be provided one (1) fifteen (15) minute rest period for each four (4) consecutive hours worked, to be taken at times approved by the immediate supervisor. Rest periods are a part of the regular workday and shall be compensated at the regular rate of pay for the employee. Paid rest periods may be combined with unpaid lunch breaks through mutual agreement between employee and supervisor. Compensated rest periods shall be taken daily and cannot be carried over day to day.

5.7 Definitions

5.7.1 Overtime hours is any time worked in excess of eight (8) hours in any one (1) day and any time in excess of forty (40) hours in any work week.

5.7.2 Overtime rate is equal to one and one-half (1½) times the employee's regular rate of pay.

5.7.3 Additional Hours/Workdays/Work weeks is any time/days/weeks in excess of the employee's Board approved workday, workweek, or work year.

5.7.4 Additional/Dual assignment occurs when the employee is assigned and/or contracted to work more than one position in a different or like classification in a temporary or permanent assignment, at the same or different location and/or department.

5.8 Additional Hours and/or Assignments

Any employee assigned to work additional time and/or assignments that are of an on-going nature and/or exceeds twenty (20) consecutive days of working the additional hours/assignments, shall have their work hours/day/year permanently extended to encompass the additional hours/assignment, and the extended hours shall be Board approved and become his/her regular and permanent working hours/day/year.

If an assignment is going to be longer than 20 consecutive days and it is just temporary, then an agreement must be signed by employee and district, stating approximate length of time and that it is on a temporary basis. Time not to exceed one (1) year.

5.8.1 Any CSEA member who is employed 10 or fewer months, who possess the minimum qualifications for summer school and/or ESY senior administrative assistant, may apply. Applicants will be interviewed and a candidate will be selected for each school site hosting a full summer school and/or ESY program.

In the event summer school/ESY begins prior to the conclusion of the newly selected summer school secretary's regular school year work assignment, the overlapping days shall be forfeited, not to exceed three (3) days.

5.9 Minimum Call-In Time

Any employee called in to work on a day when the employee is not scheduled to work shall receive a minimum of two (2) hours pay at the appropriate rate of pay under this Agreement.

5.10 Call Back Time

Any employee called back to work after having left the work location upon completion of his/her regular assignment shall be compensated for at least two (2) hours of work at the overtime rate, equal to one and one-half (1½) times the employee's regular rate of pay, irrespective of the actual time less than that required to be worked.

5.11 Reporting Work Hours

Employees are required to adhere to assigned hours and reporting procedures established by the district, site or department and to report accurately. Failing to follow procedures, dishonesty or falsifying records will result in disciplinary action up to and including dismissal.

ARTICLE 6: TRANSFER PROCEDURES

6.1 Definition

A transfer refers to any District action, either employee initiated or District initiated, which results in the movement of an employee from the position s/he holds immediately preceding such action to another position within the same or within a related job classification but at a different school or District administrative department.

6.2 Eligibility for Transfer

The Director of Human Resources - Classified shall determine whether classes are sufficiently related to permit transfer between them. He/she shall consider similarity of duties, minimum qualifications, examination content and occupational group.

6.3 Effects of Transfer

Transfer shall be made without change in salary rate, anniversary date, accumulated illness leave, and accumulated vacation credit.

6.4 Voluntary Transfer

A permanent employee desiring a voluntary transfer shall submit a request according to these procedures:

6.4.1 A vacancy list will be posted at each site by title, job site or department, hours, and posting date. Vacancies will be updated as necessary.

6.4.2 An employee may apply for a lateral transfer at any time.

6.4.3 When vacancies occur, all employees who are permanent in their classification who have a current "Request for Transfer" on file with the Human Resources Office - Classified and those in the first three ranks on the Promotional Eligibility List will be notified of the vacancy and given the opportunity to interview for the position in accordance with Personnel Commission rules. An appropriate transfer, as determined by the District, may be considered first.

6.4.4 A permanent employee(s) may be transferred at his/her request and for the good of the service from one position to another in the same class at the discretion of the District.

6.4.5 Transfer requests, while on file in the Human Resources Office - Classified, will be kept confidential. Employees may contact the Human Resources Office - Classified to obtain information concerning current openings.

6.4.6 Employees accepting a lateral transfer to the same class must remain in the position one school year before accepting another position in the same classification. All special circumstances will be negotiated between CSEA and the District.

- 6.4.7 The Human Resources Office - Classified shall notify those individuals interviewed for a specific vacant position of the hiring supervisor's recommendation.
- 6.4.8 Transfer requests will be kept until the end of the fiscal year in which requested. New transfer requests must be initiated on July 1 or later for the new fiscal year.
- 6.4.9 **Transfer Based on Workload**
District reserves the right to accept voluntary transfers based on workload.

6.5 Involuntary Transfer

Transfers of employees on a temporary or permanent basis may be initiated by the District management at any time such transfers is in the best interest of the District as defined by the Superintendent under the following conditions. An employee affected by such transfer shall be given notice as soon as practicable. The District shall notify CSEA in writing of any upcoming involuntary transfer. Any employee affected by such transfer has the right to CSEA representation at any conference with management to discuss the reasons for the transfer.

- 6.5.1 At the request of the employee or the Association, employees may be transferred from one job title in a classification to another job title in the same classification at the same or alternative site for the good of the service. Such requests will be in written format and shall specify the reason for the transfer, steps previously taken to remediate the situation, and benefit to be gained through the transfer.
- 6.5.2 Employees may be transferred from one site to another site based on workload as determined by the supervisor, site administrator, superintendent, or designee. Transfers will only be considered to balance staffing and not as a punitive measure.
- 6.5.3 Involuntary transfers shall not be implemented for arbitrary, capricious or discriminatory reasons. The "best interest of the District" clause set forth in section 6.5 shall conform to this standard.

6.6 Disciplinary Action

Employees involved in disciplinary action shall not be considered for transfer under Section 6.5.1 of this agreement.

ARTICLE 7: EVALUATION PROCEDURES

- 7.1 The employee's immediate supervisor shall make the evaluation and complete the evaluation form. Evaluations shall be based on observable performance and/or data and knowledge of the evaluator.
- 7.1.1 Probationary employees will be evaluated at the end of the third (3rd) and fifth (5th) months of service.
- 7.1.2 All other employees will have a formal evaluation at least every other year, no later than May 15.
- 7.1.3 Probationary or permanent employees may be evaluated more frequently, at the discretion of the immediate supervisor.
- 7.1.4 Excellent performance shall be commended in writing on all evaluation forms.
- 7.1.5 The immediate supervisor shall present the performance evaluation report to the employee and shall discuss it with him/her and confer concerning areas of work needing improvement. The evaluation form shall be signed by the employee to indicate receipt, and he/she shall be given a signed copy.
- The signature of the employee being formally evaluated written on the evaluation form shall be taken as indicating that the employee has read the document and has been provided the opportunity of attaching rebuttal comments. Such comments shall be presented for attachment to the evaluation within ten (10) working days of the date on the copy of the Classified Composite Performance Appraisal.
- 7.1.6 The evaluation shall be made in writing on a form to be provided by the Human Resources Office -Classified. All sections on this form will be completed accurately. This form shall be designated the "Composite Classified Performance Appraisal" form.
- 7.1.7 Any grievance under this Article shall be limited to a claim that the above procedures have been violated.

ARTICLE 8: SAFETY CONDITIONS

The Board shall, within the limitation of its financial capabilities, provide bargaining employees with safe working conditions.

The District shall comply with the provisions of the California State Occupational Safety and Health Act regulations within the general industry and construction industry standards, where applicable.

- 8.1 The District shall provide employees with safe working conditions.
- 8.2 The District shall comply with the provisions of the California State Occupational Safety and Health Act regulations.
- 8.3 It shall be the responsibility of the employees to report unsafe working conditions to their immediate supervisor.
- 8.4 No employee shall be required to work under conditions dangerous to the employee's safety.
- 8.5 The District shall provide necessary first aid kits at all work locations. First aid kits shall be checked periodically and replenished when needed. First aid kits shall not be locked and shall be immediately available to employees. Emergency telephone numbers will be posted near all telephones.
- 8.6 For all employees, there shall be convenient coffee break rooms and rest rooms which are totally smoke free. This shall include such rooms for employees who travel from school to school.
- 8.7 In the case of bomb threat or other immediate threats to the health and safety of employees, employees shall not be asked or ordered to search for the bomb or otherwise perform services for which they are not trained. Whenever feasible, employees shall be informed of these threats.

ARTICLE 9: CONCERTED ACTIVITIES

- 9.1 The Association hereby agrees that neither it, nor its officers, officials, agents, or representatives shall incite, encourage or participate in any strike, walkout, slowdown, or other work stoppage against the District during the life of this Agreement. In the event of a strike, walkout, slowdown, or work stoppage in violation of this Agreement, the Association and its respective officers, agents, and representatives will do everything reasonable within their power to end or avert the same.
- 9.2 Any unit members engaging in or assisting any strike, slowdown, work stoppage, or other interference with the District's operations in violation of this Article shall be subject to disciplinary action up to and including termination.

ARTICLE 10: MANAGEMENT RIGHTS

- 10.1 All matters not specifically enumerated as within the scope of negotiations in Government Code 3543.2 are reserved to the District unless otherwise modified by the terms and conditions of this Agreement. It is agreed that such reserved rights include, but are not limited to, the exclusive right and powers to determine, implement, supplement, change, modify or discontinue, in whole or in part, temporarily or permanently, any of the following:
- 10.1.1 The legal, operational, geographical, and organizational structure of the District including the chain of command, division of authority, organizational divisions and subdivisions, external and internal boundaries of all kinds, and advisory commissions and committees;
 - 10.1.2 The financial structure of the District including all sources and amounts of financial support, income funding, taxes and debt, and all means and conditions necessary or incidental to the securing of same, including compliance with any qualifications or requirements imposed by law or by funding sources as a condition of receiving funds; all investment policies and practices; all budgetary matters and procedures, including the budget calendar, the budget formation process, accounting methods, fiscal and budget control policies and procedures, and all budgetary allocations, reserves, and expenditures apart from those expressly allocated to fund the wage and benefit obligations of this Agreement;
 - 10.1.3 The acquisition, disposition, number, location, types and utilization of all District properties whether owned, leased, or otherwise controlled, including all facilities, grounds, parking areas and other improvements, and the personnel, work, service, and activity functions assigned to such properties;
 - 10.1.4 All services to be rendered to the public and to the District personnel in support of the services rendered to the public; the nature, methods, quality, quantity, frequency and standards of service, and the personnel, facilities, vendors, supplies, materials, vehicles, equipment and tools to be used in connection with such services; the lawful subcontracting of services to be rendered and functions to be performed, including educational support, construction, maintenance, and repair services;
 - 10.1.5 The utilization of personnel not covered by this Agreement including limited term substitutes, temporaries, hourly employees, provisional personnel, consultants, and supervisory or managerial personnel to do work which is normally done by personnel covered hereby, and the methods of selection and assignment of such personnel;
 - 10.1.6 The educational policies, procedures, objectives, goals, and programs, including those relating to curriculum, course content, textbook selection, educational equipment and supplies, admissions, attendance, pupil transfers, grade level advancement, guidance, grading, testing, records, pupil health

and safety, pupil conduct and discipline, transportation, food services, racial and ethnic balance, extra-curricular and co-curricular activities, and emergency situations, and the substantive and procedural rights and obligations of students, parents, teachers, other personnel and the public with respect to such matters;

- 10.1.7 The selection, classification, direction, promotion, demotion, discipline and termination of all personnel of the District; affirmative action and equal employment policies and programs to improve the District's utilization of women and minorities; the assignment of employees to any location and also to any facilities, classrooms, functions, departments, tasks, or equipment. The District will assign the employee to the school and the principal will assign the duties, and the determination as to whether, when, and where there is a job opening;
- 10.1.8 The job classifications and the content and qualifications thereof;
- 10.1.9 The duties and standards of performance for all employees; and whether any employee adequately performs such duties and meets such standards;
- 10.1.10 The dates, time and hours of operation of District facilities, functions, and activities;
- 10.1.11 Safety and security measures for students, the public, properties, facilities, vehicles, materials, supplies, and equipment, including the various rules and duties for all personnel with respect to such matters;
- 10.1.12 The rules, regulations and policies for all employees, students, and the public;
- 10.1.13 The termination or layoff of employees, consistent with law, as the result of the exercise of any of the rights of the District not limited by the clear and explicit language of this Agreement.

All rights of management herein enumerated are subject to the terms and conditions of this Agreement. All other rights of management not expressly limited by the terms and conditions of this Agreement are reserved to the District.

It is not the intention of the parties, in setting forth the above mentioned rights of management, to detract or diminish in any way the rights of the Association or of employees that are expressly set forth elsewhere in the Agreement. It is the parties' intention that the clear and explicit provisions of the other Articles of this Agreement constitute the only contractual limitation upon the District's rights.

The exercise of any rights reserved to the District herein in a particular manner or the non-exercise of any such right shall not be deemed a waiver of the District's right or preclude the District from exercising the right in a different manner.

Any dispute arising out of or in any way connected with either the existence of or the exercise of any of the above-described rights of the District is not subject to the grievance provisions set forth in Article 4 unless the dispute is otherwise grievable under another Article of the Agreement.

ARTICLE 11: WAGES AND ITEMS RELATED TO WAGES

11.1 Salary

For the 2018-19 school year, there shall be a wage increase of one and three-fourths percent (1.75%) applied to the entire classified (CSEA Bargaining Unit) salary schedule referenced herein as Attachment A, inclusive of any and all stipends (increase reflected in Sections 11.9 and 11.14) and longevity flat rate amounts (increase reflected in Sections 11.9 and 11.14), for all bargaining unit members. All 2018-19 increases to wages, stipends, and longevity flat rate amounts shall include all employees in a regular classified position on or after July 1, 2018 and be retroactive to July 1, 2018.

The District and CSEA agree that the wage increase of one percent (1%) applied to the entire classified (CSEA Bargaining Unit) salary schedule and any and all stipends for the 2017-18 school year also applied to longevity flat rate amounts (increase reflected in Sections 11.9 and 11.14) reflected on the salary schedule (Attachment A). The District agrees to remit a one-time payment for the unpaid difference in longevity flat rate amounts to all employees eligible to receive longevity pay in a regular classified position on or after July 1, 2017, retroactive to July 1, 2017.

If any employee organization receives a salary schedule increase that is higher than CSEA for any and all of the 2017-18, 2018-2019, and 2019-2020 school years, then CSEA may request, and the District will agree, to re-open negotiations on salary for each applicable school year.

11.2 Overtime Pay

Employees shall be compensated at the rate of one and one-half (1 ½) times the employee's rate of pay for any time worked in excess of eight (8) hours in any one (1) day and any time in excess of forty (40) hours in any workweek. Overtime shall be specifically assigned and authorized in advance by the supervisor.

11.3 Overtime Pay on Holidays

Employees required to work on Board authorized holidays shall receive compensation, or compensatory time off, at one and one-half (1½) times the regular rate of pay in addition to the regular rate of pay for the holiday.

11.4 Right of Refusal - Compensatory Time Off, Overtime

11.4.1 A supervisor may grant compensatory time off at the same prorated ratio as overtime cash payment. The supervisor shall inform an employee of the intended method of payment (cash or compensatory time) at the time of directing overtime work.

11.4.2 An employee may refuse overtime work, except that when the needs of the District warrant, the supervisor may direct the employee to work overtime. The needs of the District shall be defined by the supervisor. The supervisor shall attempt to identify employees desiring to work overtime voluntarily and on seniority-based rotation most senior by date of hire in the

district and in descending order. Should there be no volunteers, the district may impose overtime on a seniority based assignment with the least senior member encumbered first and so on in ascending order.

11.5 Compensatory Overtime

Compensatory time off for overtime in excess of eight (8) hours in one (1) day or forty (40) hours in one (1) week shall be taken within twelve (12) months of the payroll period in which it is earned as scheduled and approved by the immediate supervisor. If not permitted to be taken before the end of the twelve-month period, payment will be made to employee at the overtime rate.

11.6 Sixth/Seventh Day of Work Pay

11.6.1 An employee having an average workday of four (4) hours or more shall be compensated for any work required to be performed on the sixth (6th) or seventh (7th) day following the commencement of the normal workweek at a rate equal to one and one-half (1½) times his/her regular rate of pay.

11.6.2 An employee having an average workday of less than four (4) hours per day shall be compensated for any work required to be performed on the seventh (7th) day following the commencement of the normal workweek at a rate equal to one and one-half (1½) times his/her regular rate of pay.

11.7 Pay Increases After Promotion

An employee who receives a promotion to a class* allocated to a higher salary range shall be placed on the first step of the salary range that reflects at least a four (4) percent increase. Additional advancement will occur on the first of the month, following completion of six (6) months of service, regardless of step placement, and at one (1) year intervals thereafter until the maximum is achieved.

*Class: A group of positions sufficiently similar in duties and responsibilities that the same descriptive title may be used to designate each position allocated to the class; substantially the same requirement of education, experience, knowledge, and ability are demanded of incumbents; substantially the same tests of fitness may be used in choosing qualified appointees; and the same salary range may be applied with equity.

11.8 Longevity

Employees will be eligible for long service recognition (longevity) in the Anaheim Union High School District under the following plan:

2% plus \$533 additional after ten (10) years of service with the Anaheim Union High School District.

4% plus \$1,585 additional after (15) years of service with the Anaheim Union High School District.

7% plus \$2,918 additional after twenty (20) years of service with the Anaheim Union High School District.

10% plus \$3,807 additional after twenty-five (25) years of service with the Anaheim Union High School District.

12% plus \$3,807 additional after thirty (30) years of service with the Anaheim Union High School District.

Percentages and Flat Rates Stand Alone. They are not added or compounded.

11.9 Night Work Differential

All positions, the regularly assigned time of which requires the unit member to work more than one-half ($\frac{1}{2}$) times or more between the hours of 5:00 p.m. and 7:00 a.m., shall be paid \$138.00 per month higher than the salary grade for daytime employees.

11.10 Working Out of Classification

Classified employees shall not be required to perform duties which are not fixed and prescribed for the position by the governing boards in accordance with Section 45109, unless the duties reasonably relate to those fixed for the position by the Board, for any period of time which exceeds five (5) working days within a thirty (30) calendar day period except as authorized herein.

An employee may be required to perform duties inconsistent with those assigned to the position by the governing board for a period of more than five (5) working days provided that his/her salary is adjusted upward for the entire period he/she is required to work out of classification. If the employee is asked to perform work in a lower paying classification his/her current salary shall remain the same and shall not be adjusted upwards nor downwards. Such adjustments upward shall be consistent with the salary placement given an employee who received a promotion as indicated in Article 11.7.

No employee assigned duties under the above provision shall have their performance evaluation lowered or be reprimanded if they are unable to complete their regular work assignments as a result of being assigned the above referenced duties.

11.11 Office Assistant

For 2002-2003, the district shall assign one (1) permanent three (3) hour Office Assistant position to the school with the tenth (10th) highest mobility rate. The three (3) hour Office Assistants assigned for mobility are permanent positions within the district, but may be moved between sites as mobility needs change.

11.12 Extra Service Pay (Replaces MOU 3/5/98)

Classified employees who accept extra-service duty assignments will be paid on the existing certificated extra-service pay assignment schedule.

11.13 Mileage

Any employee who uses a private vehicle for school district business shall be reimbursed for mileage at the standard IRS business mileage rate. The use of private vehicles for school district business is subject to the approval of the immediate supervisor. Reimbursement for mileage is subject to the approval of the immediate supervisor.

11.14 Bilingual Pay

Memorandum of Understanding Bilingual Status

Principals and District department heads shall be aware of employees who have voluntarily tested for and passed competency requirements in a language other than English. If the employee is selected for a bilingual assignment, the employee shall be compensated an additional \$138.00 per month for conversing in a language other than English.

No employee assigned bilingual duties under the above provision shall have their performance evaluation lowered or be reprimanded if they are unable to complete their regular work assignments as a result of being assigned the above referenced bilingual duties. No employee will be assigned the duties of another employee because that employee has been assigned bilingual duties.

11.15 Temporary Clerical Employees

The district agrees to provide one (1) temporary clerical employee at each high school for one (1) day following the receipt of transcripts from Information Services, as per Memo of Understanding between CSEA and AUHSD dated 9/16/87.

11.16 Limited Term or Provisional Employees

Upon notification of absence of a regular employee in any classified position, the District shall make every attempt to provide a qualified employee as soon as possible.

11.16.1 Limited Term or Provisional employees temporarily employed in a classified position unless such employee is qualified and eligible pursuant to personnel commission rules and Education Code Section 45272.

11.17 Classification Study

The District and CSEA agree to conduct classification studies for all classified positions in the bargaining unit. Each year the classification study shall be conducted on a family of classifications from a grouping that would ensure that all classifications are studied within a five year continuous cycle.

The groups are as follows:

Group 1:

Accounting Technician
ASB Account Technician

Benefits Technician
Business Technician
Buyer
Payroll Technician
Procurement Contract Specialist
Senior Accounting Technician
Senior Budget Technician
Senior Payroll Technician

Group 2:

Credentials Technician
Food Service Technician
Human Resources Technician
Risk Management Technician
Senior Administrative Assistant-Program Support
Senior Administrative Assistant-Program Support (Bilingual)
Senior Administrative Assistant-School Support
Senior Administrative Assistant-School Support (Bilingual)
Senior Administrative Procurement Assistant

Group 3:

Administrative Assistant
Administrative Assistant (Bilingual)
Legal Administrative Assistant
Office Assistant
Office Assistant (Bilingual)
Secretary-Attendance
Secretary-Attendance (Bilingual)
Secretary-Program Support
Secretary-Program Support (Bilingual)
Secretary-Registrar/Records
Secretary-Registrar/Records (Bilingual)
Secretary-School Support
Secretary-School Support (Bilingual)
Senior Administrative Assistant
Senior Administrative Assistant-Bilingual

Group 4:

Information Systems Specialist I
Information Systems Specialist II
Information Systems Technician
Network Analyst
Network Technician
Programmer Analyst
Publication Technician
Systems Administrator
Web Master

Group 5:

Campus Safety Aide
Health Services Technician I
Health Services Technician II
Licensed Vocational Nurse
School Community Liaison
School Library/Media Technician
Sign Language Interpreter

Speech-Language Pathology Assistant
Workability Placement Assistant

Group 6:

Assessment & Evaluation Technician
Braille Transcriber
Child Welfare and Attendance Liaison
Instructional Assistant-Bilingual (Arabic)
Instructional Assistant-Bilingual (Korean)
Instructional Assistant-Bilingual (Spanish)
Instructional Assistant-Bilingual (Vietnamese)
Job Developer/Job Coach
Language Testing Assistant
Parent Involvement Specialist
Translator

Group 7:

Behavior Intervention Specialist
Instructional Assistant-Adult Transition
Instructional Assistant-Mathematics
Instructional Assistant-Medically Fragile/Orthopedically Disabled
Instructional Assistant-Special Abilities
Instructional Assistant-Specialized (Deaf/Hard of Hearing)
Instructional Assistant-Specialized Academic Instruction
Instructional Assistant-Specialized Academic Instruction (Bilingual)

The study shall begin July 1 each year and be concluded by June 30 each year for the appropriate grouping.

11.18 Professional Growth Program

11.18.1 The purpose of the Professional Growth Program is to provide educational and training opportunities for unit members to acquire and refine job related skills and abilities that will result in employees providing the highest quality service to the District within their current job classification and to enhance career opportunities within the District. The program will compensate unit members with education incentives for continued growth and development.

The Professional Growth Program is an educational incentive program opportunity for the classified employee that (1) enhances the employee's perspective of the functions of the Anaheim Union High School District, (2) fosters growth in the employee's occupational field, and (3) encourages achievement of educational degree goals.

Employees who enroll in the Professional Growth Program will receive education incentives for completion of the District Orientation and Health & Safety programs, a First Aid and Adult CPR Program, plus additional education units in increments that total 15 units. Such incentives are effective twice each year following verification of satisfactory completion of the requirements that are submitted not later than January 31 and/or June 30 of that year.

11.18.2 Eligibility

All permanent unit members shall be eligible to participate in the Program; however, an education incentive will not be awarded until the unit member has completed one (1) continuous year of service as a regular employee. This program excludes employees participating in other District initiated or affiliated grant educational programs.

Professional Growth Program approval forms are obtained and returned to the Human Resources Office - Classified. Unit members shall complete and submit their approval forms prior to beginning their course of study.

11.18.3 Mentor Program

Mentors are an integral component of professional development. It is recommended that participants in the Professional Growth Program select a mentor early in their studies.

General Guidelines: Prospective mentors may submit their name and/or resume to the Professional Growth Committee for referral to participants requesting assistance in selecting a mentor.

Mentors are volunteers who may provide support, encouragement, guidance and educational/technical assistance in their areas of expertise.

11.18.4 Education Incentive Maximums and Additional Increments

This program consists of a maximum of six (6) steps. The steps must meet the following criteria:

Step 1: Must be a total of 15 units Required Course Work as described in 11.18.6, including the 9.0 total units from the District New Employee Orientation, the District Health & Safety course, and First Aid/Adult CPR course.

Steps 2, 3, & 4: Must be additional blocks of 15 units of undergraduate, graduate, or postgraduate coursework applicable towards one or more of the following:

1. Associate of Arts (AA) Degree in a declared major/field of study;
2. Bachelor's Degree in a declared major/field of study;
3. A Credential or Certificate program applicable to the educational requirements expressed in any job description maintained by the District.

Official college transcripts are required for proof of completion of each of these stages.

- Step 5: Must be completion of 15 units beyond an Associate of Arts (AA) Degree, providing the employee has declared a major and the courses of study applicable towards one or more of the following:
1. Bachelor's Degree in a declared major/field of study;
 2. A Credential or Certificate program applicable to the educational requirements expressed in any job description maintained by the District.

Associate degree substitutions = 60 units with an additional 15 units of upper division coursework at a four-year institution. Official college transcripts are required for proof of completion of this stage.

- Step 6: Must be achievement of a Bachelor's Degree in a declared major/field of study or completion of a Credential or Certificate program applicable to the educational requirements expressed in any job description maintained by the District.

Upon completion of Step 6, applicants for credentialed position shall be assured of a job interview.

11.18.5 Required Course Work

The following coursework is required for the first education incentive and before further education incentives can be earned:

- | | | |
|-----------|--|-----------|
| 11.18.5.1 | District New Employee Orientation | 3.0 units |
| 11.18.5.2 | District provided Health & Safety Training | 3.0 units |
| 11.18.5.3 | First Aid/Adult CPR | 3.0 units |
| 11.18.5.4 | Two Courses from one or both of the following groups: | 6.0 units |
| 1. | College/university coursework in General Education or applicable to an Associate of Arts (AA) Degree/Bachelor's Degree in a declared major/field of study; | |
| 2. | Adult education and/or college/university coursework relating to an employee's occupational field or relating to the completion of a Credential or Certificate program applicable to the educational requirements expressed in any job description maintained by the District. | |

TOTAL 15.0 units

11.18.6 Coursework Approval

To ensure that coursework will be accepted for credit for education incentive increments, the employee must submit the form "Application for Approval of Coursework - Professional Growth" (available in Classified Human Resources) and receive approval prior to beginning the course.

Credit is not allowed for any courses or workshops taken during regular working hours for steps 2 through 6.

It is the responsibility of unit members to request and file approval forms for Professional Growth credit and submit all documents required for course credit.

11.18.7 Additional Education Incentive Increments

After the Required Course Work described in 11.18.6 has been satisfactorily completed, additional steps of 15 units each shall serve to improve an employee's present skills in their present job; and/or (2) allow the employee to acquire new skills in a new job in the District to which the employee may wish to advance, or for which the employee may be training; and/or (3) be applicable to the requirements of one or more of the following:

1. Associate of Arts (AA) Degree in a declared major/field of study;
2. Bachelor's Degree in a declared major/field of study;
3. A Credential or Certificate program applicable to the educational requirements expressed in any job description maintained by the District.

In all cases, coursework must be taken at an accredited or recognized institution.

11.18.8 Submission of Proof of Course Completion

Verification of appropriate completed coursework must be submitted for approval not later than January 31 or June 30 of the calendar year for education incentives. Verification of appropriate completed coursework submitted after those dates will not be considered for an education incentive until the next available deadline.

Acceptable verification includes:

Official college transcripts or signed reports of grades from the instructor (with grades of "C" or better) to be submitted to Anaheim Union High School District, Human Resources Office.

11.18.9 Retroactivity

Units earned prior to approval of the professional growth program are not applicable.

2018-19 School Year Exception: For the remainder of the 2018-2019 school year only (April 17, 2019 to June 30, 2019), units in progress during the current term of an accredited institution shall be applicable to the Professional Growth Program provided that the

employee has submitted the "Application for Approval of Coursework - Professional Growth" to the District and received approval before completion of the course(s).

The responsibility of training experience and required documents shall lie with the unit member. Any error in the calculation of eligible educational incentives under this program, which is due to action or inaction on the part of a unit member, shall be corrected as soon as the error is verified; but salary adjustments shall be retroactive during the current year only.

11.18.10 Criteria for Evaluation

The Division of Human Resource shall review all proposed coursework submitted and make a determination as to whether that coursework meets the following criteria:

Is taken at an accredited or recognized institution, and whether the general education coursework is within the employee's occupational field and/or will assist the employee in meeting degree requirements. The intent of this provision is to allow coursework, which will be of direct benefit to the District and is either specifically related to the employee's current job classification or enhances job opportunities within the District.

11.18.11 Credit Calculation

11.18.11.1 All professional growth credit shall be computed in semester hours. College credit in terms of quarter hours will be translated into semester hours by using the following formula: double quarter credit; divide by three (3).

11.18.11.2 Credit of .5 (half a unit) units for each one-day, approximately eight (8) hour (maximum 6 hours) workshop, with one (1) maximum of said units to be allowed within each fifteen (15) unit increment.

11.18.11.3 All college credits or degrees shall be earned at an institution that is accredited by one of the following six regional accreditors of higher education in the United States, or regional affiliates thereof:

1. Middle States Association of Colleges and Schools (MSA)
2. New England Association of Schools and Colleges (NEASC)
3. Higher Learning Commission (HLC) (formerly the North Central Association of Colleges and Schools (NCA))
4. Northwest Accreditation Commission (NAC)
5. Southern Association of Colleges and Schools (SACS)
6. Western Association of Schools and Colleges (WASC) inclusive of the following:
 - Accrediting Commission for Community and Junior Colleges (WASC-ACCJC)
 - Accrediting Commission for Senior Colleges and Universities (WASC-ACSCU)

Official college transcript with a "C" or better submitted to the Human Resources Office. If letter grades

are not given for a course, a sealed letter of satisfactory completion signed by the instructor is required.

11.18.12 The Professional Growth Committee

11.18.12.1 A Professional Growth Committee shall be established, composed of two (2) classified employee members, one (1) certificated member, and the Human Resource Classified Director, or designee. CSEA Chapter #74 shall appoint the classified members of the committee.

11.18.12.2 Duties of the Committee

- a. Establish and maintain a list of prospective volunteer mentors (see 11.18.3).
- b. Recommend additional or revised policy as necessary to the Superintendent and CSEA Chapter 74.
- c. Schedule meetings as needed but annually during the month of May to review the program effectiveness and make recommendations.
- d. Suggest topics of interest for District-wide in-service for unit members.

11.18.12.3 The District shall grant the committee members necessary release time from their regularly scheduled workdays to participate in committee activities.

11.18.12.4 The Professional Growth Review Committee shall advise the Director, Business Services, of the estimated number of employees achieving the award each year so that the appropriate amount can be budgeted.

11.18.13 Personnel Files

Official transcripts or an instructor's signature covering work offered to fulfill requirements for the professional growth steps must be completed and on file by January 31 or June 30 in the Human Resource Office.

Such employee files are necessary for the efficient management of the District shall be kept by the Human Resource Office. An employee may review his/her personnel file and may respond to the documents on file. All employee records are confidential.

11.18.14 Professional Growth Education Incentives for Bargaining Unit Employees

11.18.14.1 Upon satisfactory completion of Step 1, the unit member shall receive a one-time educational incentive of \$500.

11.18.14.2 Upon satisfactory completion of Step 2, the unit member shall receive a one-time educational incentive of \$750.

- 11.18.14.3 Upon satisfactory completion of Step 3, the unit member shall receive a one-time educational incentive of \$850.
- 11.18.14.4 Upon satisfactory completion of Step 4, the unit member shall receive a one-time educational incentive of \$900.
- 11.18.14.5 Upon satisfactory completion of Step 5, the unit member shall receive a one-time educational incentive of \$1,000.
- 11.18.14.6 Upon satisfactory completion of Step 6, the unit member shall receive a one-time educational incentive of \$2,000.

11.19 Replacement of Personal Property

The Board of Trustees will authorize payment of the cost of replacing or repairing property of an employee when such items are damaged or stolen in the line of duty as a result of malicious acts and without fault of the employee. Covered items are:

- 11.19.1 prescription eye glasses, hearing aids, watches, articles of clothing, or other items necessarily worn or carried by the employee
- 11.19.2 vehicles
- 11.19.3 other personal property of the employee, when approval for the use of the personal property in the line of duty was given in writing by the site administrator or designee before the property was brought to work site, and when the value of the property was agreed upon in writing by the person or persons bringing the property and the site administrator, or designee, at the time the approval for its use was given.

The following items are excluded from coverage under this article:

- 11.19.4 Vehicle collision (including hit and run incident(s)).
- 11.19.5 Such personal items as tape recorders, radios, telephones, pagers, or compact disc players belonging to the employee, unless approved by the District in item 11.19.3 above. This includes items in a vehicle, regardless of whether the item is fixed or removable from the vehicle.
- 11.19.6 Purses or wallets, or the contents thereof (credit cards, cash, etc.).
- 11.19.7 Cash, credit cards, or other cash equivalent items.

The maximum payment of any one claim is \$1,500 or actual cost whichever is less in the case of vehicles and \$1,000 or actual cost whichever is less for other property. Loss or damage shall be reported to the principal or supervisor and, if appropriate, to the police as soon as the employee becomes aware of such loss or damage. Claim forms are available in the Business Division and should be forwarded through the principal or supervisor to the Business Division when completed.

Any losses or damages which are compensable wholly or partially under the employee's private insurance policy or policies shall to such extent not be compensable under the terms of this policy.

11.20 Procedure Regarding Layoff (Ref: Education code 45308, 45297, 45117)

11.20.1 Classification Seniority

Length of service (seniority as prescribed herein) shall be the only criterion used to effect layoffs. When classified employees are laid off for lack of work or lack of funds, layoff shall be made in inverse order of seniority in the class in which the layoff occurs. The employee who has been employed the shortest time in the class, plus higher classes, shall be considered to have the least seniority; and therefore, shall be laid off first. Reemployment shall be in the reverse order of layoff.

Seniority within classification is to be computed by the date the employee enters the classification, minus unpaid breaks in employment (excluding summer, spring and winter breaks). Seniority within classification continues to accrue in lower classes held after an employee promotes to a higher classification. District seniority (length of service) shall be calculated from employee's date of hire as a regular employee, minus unpaid breaks in service (excluding summer, spring and winter breaks).

The names of permanent and probationary employees thus laid off shall be placed on the reemployment list for the class from which they were laid off. Names on the re-employment list shall be in the relative order of seniority.

Classified employees laid off are eligible for re-employment for a period of thirty-nine (39) months and shall be re-employed in preference to new applicants.

If two or more employees subject to layoff, have equal class hire dates and seniority, the employee with the least district seniority shall be laid off first. If district seniority is equal, the decision shall be made by lot.

11.20.2 Displacement Rights - Demotion in Lieu of Layoff and Bumping Rights

An employee in the classified service who is laid off from a class, and who has previous service in an equal or lower class, shall have the right to bump a less senior employee, regardless of hours and/or months, in that equal or lower class. Seniority for purposes of bumping shall include the total of the previous service in the equal or lower class, plus service in the class from which layoff occurs and in higher classes. In the event of a layoff, the following bumping priority will apply:

- An employee whose position is eliminated or reduced shall first be placed in a vacant position with an equal assignment in the same class when compared with the employee's current position.
- If the previous option is unavailable, the employee shall be placed in a vacant position that has additional assigned time

in the same class when compared with the employee's current position.

- If the previous option is unavailable, the employee will be allowed to bump into a position providing an equal assignment in the same class when compared with the employee's current position, and which is occupied by a less senior employee.
- If the previous option is unavailable, the employee will be allowed to bump into a position providing additional assigned time in the same class when compared with the employee's current position, and which is held by the least senior employee of those less senior employees holding positions with more assigned time.
- If the previous option is unavailable, the employee will be allowed to bump into a position in the class with less assigned time that is closest to the employee's current assigned time, and which is held by a less senior employee in the class.
- If the employee is the least senior employee in the class, the employee shall have the option of bumping into an equal or lower class previously held as a permanent classified employee.

11.20.2.1 To be considered for bumping, which would result in the displacement of a less senior employee in the classification in which the employee subject to layoff has greater combined seniority in the lower and higher classifications, the employee shall be required to notify the Human Resources - Classified Office in writing of such election not later than ten (10) working days after receiving the notice of layoff.

11.20.2.2 An employee who has accepted a demotion or bumping rights in lieu of layoff, has the right to be reemployed, in accordance with seniority in the former class, for an additional twenty-four (24) month period after the thirty-nine (39) month reemployment period.

11.20.3 Voluntary Reductions in Assigned Time

The District may elect, in lieu of layoff, to offer reductions in assigned time to classified employees within an affected classification. An employee who elects and receives a reduction in assigned time in lieu shall, nonetheless, be placed on the thirty-nine (39) month reemployment list, together with an additional twenty-four (24) month period, and shall be eligible to return to this former assigned time in order of seniority.

11.20.4 Return to Former Classification Following Voluntary Demotion or Voluntary Reduction in Hours

Employees taking voluntary demotions or voluntary reductions in assigned time in lieu of layoff shall be, at the employee's option, returned to a position in their former class or to positions with increased assigned time as vacancies become available, within the sixty-three (63) month limit per paragraph 11.20.3 above, except that

they shall be ranked in accordance with their seniority on any valid reemployment list.

11.20.5 Retirement in Lieu of Layoff

- 11.20.5.1 Any employee subject to being laid off, or who was in fact laid off, may elect to accept a service retirement from the Public Employee's Retirement System in accordance with the Education Code.
- 11.20.5.2 The employee shall be placed on a thirty-nine (39) month reemployment list; however the employee shall not be eligible for reemployment during such other period of time as may be specified by pertinent Government Code Sections.
- 11.20.5.3 The District agrees that when an offer of reemployment is made to an eligible person retired under this Article, and the District receives within ten (10) working days a written acceptance offer, the position shall not be filled by any other person, and the retired person shall be allowed sufficient time to terminate his/her retired status.
- 11.20.5.4 An employee subject to this Section who retires and is eligible for reemployment and who declines an offer of reemployment equal to that from which laid off shall be deemed to be permanently retired.
- 11.20.5.5 Any employee electing to retire after being placed on a reemployment list shall be retired in lieu of layoff within the meaning of this Section.

11.20.6 Reemployment

- 11.20.6.1 A classified employee who is laid off shall be placed on a thirty-nine (39) month reemployment list and shall have the right to apply for other positions within the District while the employee's name remains on the reemployment list. The employee shall be required to maintain his/her current address on file with the Human Resources - Classified Office.
- 11.20.6.2 If, during an employee's eligibility period for reemployment, positions become vacant within a job classification of a laid off employee or employees, the District shall notify by first class mail addressed to the last known address on file in the Human Resources - Classified Office such employee or employees offering reemployment in order of seniority.
- 11.20.6.3 An employee who receives such notice of reemployment, the employee shall report to work within ten (10) working days following notification of reemployment.
- 11.20.6.4 An employee who receives such notice of reemployment, but who does not accept the offer of reemployment within five (5) working days shall be deemed to have rejected the

offer of reemployment. After refusal or non-response to the second consecutive offer of reemployment, the employee's name shall be removed from the thirty-nine (39) month reemployment list including all rights thereto.

11.20.6.5 A classified employee reemployed within thirty-nine (39) months after being laid off shall be fully restored to his/her position with all the rights of permanent status and benefit level enjoyed prior to layoff. Seniority, benefits, or service credit shall not, however, accrue during the period of layoff.

11.20.7 Seniority Roster

The District shall maintain an updated seniority roster indicating employee's class seniority, and hire date seniority. Such rosters shall be available to CSEA for review.

11.20.8 Benefits to Employees Following Layoff

Employees laid off shall be afforded limited term or provisional employment in any class within the District for which he/she meets minimum qualifications in accordance with seniority as provided for in this Agreement.

ARTICLE 12: LEAVES

12.1 Bereavement Leave

The District agrees to grant necessary leaves of absence with pay at the employee's regular rate not to exceed three (3) days, or five (5) days if three hundred (300) miles or more or out-of-state travel is required, on account of the death of any member of the immediate family of a member of the bargaining unit. "Member of the immediate family" means the father, mother, father-in-law, mother-in-law, son, daughter, son-in-law, daughter-in-law, husband, wife, grandmother, grandfather, grandchildren, sister, brother, sister-in-law, brother-in-law, niece, nephew, aunt, uncle of the employee, stepchild, stepbrother, stepsister, stepmother, stepfather, domestic partner, foster child and like relatives of spouse, or any person living in the immediate household of the employee. Bereavement leave shall be limited to a three (3) or five (5) duty day period immediately following the date of death in the immediate family. If such leave of three (3) or five (5) days is not scheduled immediately and consecutively following death, the employee will notify his/her supervisor prior to scheduling an alternative plan for bereavement leave.

In exceptional circumstances, the superintendent may grant up to two (2) additional days leave.

Employees exercising this leave provision shall notify their immediate supervisor as soon as possible and indicate the expected duration of the absence.

"The bereavement leave provided in this section shall be applicable to each member of the "immediate family" independently. Bereavement leave shall not be required to be utilized on consecutive days.

Employees shall be required to complete the standard form provided by the payroll department to verify the reason for the absence.

The District may require satisfactory proof of the nature, extent, and duration of the bereavement leave if it believes a unit member to be abusing the use of bereavement leave. In the event that an investigation results in proof that abuse has taken place, the unit member may be subject to loss of pay for the day(s) of the proven abuse and/or other appropriate action.

12.2 Jury Leave

The District agrees to grant to members of the bargaining unit called for jury duty in the manner provided by law, leave of absence without loss of pay for time the employee is required to perform jury duty during the employee's regularly assigned working hours. Employees, so called for jury duty, must notify the District of service date(s) upon receiving said notice from officers of the court. The District shall pay the employee the difference, if any, between the employee's regular rate of pay and the amount received for jury duty. Employees who elect to contribute their fees to the County in which serving their jury duty, must submit a copy of the receipt to payroll indicating that they donated their fee to the County. Monies granted by the court for meals, travel and parking will not be considered in computing the difference.

Employees are required to return to work during any day or portion thereof in which jury duty services are not required. Employees who work the swing shift

and serve on a jury during the day will be excused from the swing shift for the actual hours required to serve on jury duty or while waiting for jury duty selection. The District may require verification of jury duty days prior to or subsequent to providing jury duty compensation on a form provided by the District or the court.

12.3 **Military Leave**

Employees shall be required to request military leaves in writing and will supply the District with "orders" and status reports. Any employee who is granted a long- or short-term shall be entitled to receive his or her salary for the first 30 calendar days of active duty service during the absence, provided the employee has been in the service of the district for a period of not less than one year immediately prior to the date on which the absence begins. Pursuant to Military and Veterans Code sections 395 and 395.01.

12.4 **Paid Sick Leave**

12.4.1 Sick leave is the authorized absence of an employee because of illness or off the job injury or exposure to a contagious disease.

12.4.2 Members of the bargaining unit employed by the District five (5) days per week, eight (8) hours per day, with full pay for a fiscal year shall be entitled to twelve (12) days leave of absence for illness or injury, exclusive of days they are not required to render service. Day, as used in this Article, means the employee's regularly assigned workday, exclusive of overtime.

12.4.3 Members of the bargaining unit employed less than five (5) days per week and/or less than a full fiscal year are entitled to that proportion of twelve (12) days leave of absence for illness or injury as the number of months and/or number of days a week they are employed bears to twelve (12) months.

12.4.4 Pay for any hour(s) or day(s) of illness or injury need not be accrued prior to taking such leave by the employee and such leave may be taken at any time during the employee assigned work year. Probationary employees of the District shall not be eligible to take more than six (6) days, or the proportionate amount to which they may be eligible under sections 12.4.2 and 12.4.3, whichever is the lesser, until the first day of the calendar month after completion of six (6) months of active service with the District.

12.4.5 Pay for any day of sick leave shall be the same daily rate the employee would have received if s/he had worked that day.

12.4.6 Notification of Return to Work: In order to allow the District the opportunity to make arrangements for the return of an absent employee, the employee shall notify their immediate supervisor of their pending return as soon as possible, but not later than 3:00 p.m. of the work day preceding the employee's return. If an employee fails to notify their immediate supervisor and a substitute has been assigned to work the day the employee returns the employee may be sent home for that day without pay. Per PC Rule 16.2.8

12.4.7 An employee who is absent due to a personal illness and/or injury, including a disability caused or contributed to by pregnancy, miscarriage, childbirth and recovery there from, shall be allowed full

pay for the number of days absent provided that the number of days absent does not exceed the employee's total accumulated days of sick leave.

- 12.4.8 The Board and/or District (i.e., Board Members, Superintendent, Assistant Superintendents and Director of Human Resources both Classified and Certificated), may require satisfactory proof of the nature, extent and duration of the illness if it believes an employee to be abusing the use of sick leave. In the event that an investigation results in proof that abuse has taken place, the employee may be subject to loss of pay for the day(s) of the proven abuse or other appropriate action.

When there is a question as to the extent and duration of the disability, lasting more than five (5) days, or the employee's ability to return to work, the Board and/or District (i.e., Board Members, Superintendent, Assistant Superintendents and Director of Human Resources both Classified and Certificated), may require the employee to submit to an examination by a physician selected and paid by the Board. The employee will be given a copy of the physician's report to the Board and/or District (i.e., Board Members, Superintendent, Assistant Superintendents and Director of Human Resources both Classified and Certificated).

- 12.4.9 Members of the bargaining unit must notify his/her supervisor of the absence as soon as the necessity to be absent becomes known to the employee but not later than thirty (30) minutes after the start of the employee's workday.
- 12.4.10 An employee, while on unpaid leave of absence granted by the Board of Trustees, shall maintain any sick leave credits which were accumulated prior to such leave but shall not accumulate any additional sick leave credit during the period of such leave.

12.4.11 Extended Sick Leave

An employee who is absent because of illness or accident beyond his/her accumulated sick leave shall be paid at the rate of 50% of his/her daily rate of pay for those days beyond his/her accumulated sick leave. This additional paid sick leave, shall not exceed 100 working days in any one(1) fiscal year. It shall not be accumulative and shall be exclusive of any other paid leave, holidays, vacation or authorized compensatory time to which the employee may be entitled. If the absence is due to non-industrial accident or illness, the leave shall run consecutively with sick leave. The extended sick leave described above shall be granted to all employees on July 1 of each year.

12.4.12 Failure to Report to Work - Job Abandonment

Employees absent from work for three (3) consecutive work days without authorization and/or failure to notify the district of a valid or acceptable reason is job abandonment and shall constitute dismissal from the district service.

12.5 Industrial Accident and Industrial Illness Leave

- 12.5.1 Leaves resulting from an industrial accident or industrial illness shall be granted in accordance with the provisions of Education Code sections 44043 and 45192 and this rule.
- 12.5.2 An employee who is absent from duty because of an illness or injury defined as an industrial accident or industrial illness, under provisions of the Workers' Compensation Insurance Law, shall be granted paid industrial leave for each such accident or illness while receiving temporary disability benefits from Workers' Compensation provided that:
- 2.5.2.1 S/he has probationary or permanent status.
- 2.5.2.2 The illness or injury is directly related to the performance of his/her duties while in the employ of the Anaheim Union High School District.
- 12.5.3 An employee absent from duty because of illness or injury resulting from an accident or condition incurred on duty, which qualified under Workers' Compensation Insurance, shall be granted an occupational leave for each such accident provided that neither the number of days for one leave nor the total number of days allowed in one school year for more than one such leave does not exceed a total of sixty (60) consecutive working days.
- 12.5.4 Occupational leave shall be granted from the first day of disability but shall not extend beyond the last day for which temporary disability indemnity is received. Only absences which are supported by a physician's certificate and have been verified to be the result of a duty connected illness or injury can be paid under the occupational leave policy. Any absence that cannot be so verified shall be charged against the employee's leave.
- 12.5.5 Should the employee's absence, due to an occupational injury or illness, extend beyond sixty (60) consecutive working days, the employee member shall be permitted to use accumulated sick leave until temporary disability payment ceases, until s/he returns to duty, or until illness credits have been used up, whichever is sooner.
- 12.5.6 During any period an employee is receiving his/her regular salary from the District, s/he is required to endorse over to the District all temporary disability payments received in accordance with Sections 44043 and 45192 of the Education Code. Charges to the employee's leave balances shall be as follows:
- 12.5.6.1 Occupational leave shall be reduced by one (1) day of authorized absence regardless of temporary disability payments paid.
- 12.5.6.2 Sick leave and/or vacation leaves shall be reduced only by that amount necessary to provide a full day's wage or salary when added to temporary disability benefits. Any employee who is absent because of a work connected illness or accident shall not be entitled to receive wages or salary from the district, which when added to temporary disability benefits, will exceed his full salary during the period of his absence.

12.5.7 An employee, while receiving occupational benefits, must remain within the State of California unless the Board of Trustees authorizes travel outside the State.

12.5.8 While an employee is on any paid leave resulting from an industrial accident or industrial illness, the employee's salary paid by the District shall not, when added to a normal temporary disability allowance award without penalties granted the employee under State Workers' Compensation Insurance Laws, exceed the employee's regular salary.

Final allowance for permanent industrial disability settlements shall not be subject to remittance to the District under this rule.

12.6 Court Appearance

An employee shall be granted not to exceed three (3) days of absence with full pay because of necessary appearance in court or in response to a subpoena duly served provided such subpoena is filed with the Board of Trustees or its delegated authority immediately upon its having been received by the employee. This section shall not be applicable to employees who are litigants.

12.7 Personal Necessity Leave of Absence

12.7.1 Unit members may use up to ten (10) days of personal necessity (PN) leave per fiscal year. The first two (2) days shall not be deducted from the accumulated sick leave. A maximum of an additional eight (8) PN days may be used which will be deducted from accumulated sick leave, as long as the PN days do not exceed the number of days of unused sick leave.

12.7.2 Personal necessity may be used without prior approval for the reasons listed below. However, the unit member shall make every reasonable effort to comply with District procedures designed to secure substitutes, and s/he shall notify the immediate supervisor prior to the absence.

12.7.2.1 Accident or serious illness involving his/her personal property or property of his/her immediate family

12.7.2.2 Court appearance as a litigant or as a witness under order

12.7.2.3 Religious observance

12.7.2.4 Wedding and graduations for immediate family members.
Immediate family for this section shall mean parent, sibling, spouse, or child

12.7.2.5 Personal necessity may be used for circumstances that meet all of the following criteria: Are of a serious nature, and which the unit member cannot be expected to disregard, and which necessitate the immediate attention of the unit member, and which cannot be accommodated during off-duty hours.

12.7.3 Such leave shall not be used for seeking or engaging in other employment, for vacation, or other recreational activities or for other activities which do not fit the criteria listed above.

- 12.7.4 Personal necessity leave shall not be used in whole, or in part, for any strike, work stoppage, or work slowdown or concerted activity of any kind.
- 12.7.5 The District may require satisfactory proof of the nature, extent, and duration of the personal necessity leave if it believes a unit member to be abusing the use of personal necessity leave. In the event that an investigation results in proof that abuse has taken place, the unit member may be subject to loss of pay for the day(s) of the proven abuse and/or other appropriate action.

12.8 Parental Leave

- 12.8.1 Upon request, pregnant unit members shall be granted fully paid maternity leave for up to six (6) weeks after the birth of a child. Additional maternity/parental leave for the remainder of up to twelve (12) weeks in any twelve month period shall be unpaid except that unit members may utilize accumulated sick leave (under section 12.4 and its subsections), and/or accumulated vacation leave (under Article 13), and/or extended sick leave (under 12.4.11), and/or parental leave provided for under 45196.1 of the Education Code during that time.
- 12.8.2 Upon request, non-pregnant unit members shall be granted parental leave for up to twelve weeks after the birth of a child of the employee, or the placement of a child with an employee in connection with the adoption or foster care of the child by the employee. Said leave shall be limited to a total of twelve weeks leave during any twelve month period and shall be unpaid except that unit members may utilize accumulated sick leave (under section 12.4 and its subsections), and/or accumulated vacation leave (under Article 13), and/or extended sick leave (under 12.4.11) and/or parental leave provided for under 45196.1 of the Education Code during that time.
- 12.8.3 Parental leave will be provided in accordance with existing law and may be taken all at once, or, with the exception of the six (6) weeks fully paid maternity leave provided for in 12.8.1, utilized on a reduced schedule or intermittent basis as permitted by law.

12.9 Leave of Absence Without Pay

- 12.9.1 Permanent employees may be granted leave of absence without pay provided such leaves are not detrimental to the best interests of the District, as determined and recommended by the Superintendent, and approved by the Board of Trustees. Requests for leaves of absence without pay shall be made on forms provided by the Personnel Director, and shall state specifically the reasons for the request, the date desired to begin the leave, and the probable date of return.

12.9.2 Revocation of Leave

A leave of absence may be revoked at the sole discretion of the Personnel Director upon evidence that the cause for granting it was misrepresented or has ceased to exist.

12.9.3 Employment While on Leave

An employee, while on leave of absence, may not accept other gainful employment with another employer, except ordered military or Peace Corps service, without express prior approval of the Board of Trustees. Upon approval of the Superintendent, the leave may be extended at the sole discretion of the Superintendent.

12.9.4 Benefits While on Leave

Employees on leave of absence without pay shall not accrue seniority, salary step advancement, sick leave or vacation privileges, except an employee absent on Peace Corps service shall include such time toward qualifying for advancement to the next higher step in the salary range. Upon return from a long-term leave of absence, an employee's anniversary date shall be adjusted. An employee absent on military leave shall be accorded all the rights and privileges granted by the Education Code and the Government and Veterans' Code.

12.9.5 Types of Leaves

Such leave of absence with-out pay may be granted for any of the following reasons:

12.9.5.1 Health

A permanent classified employee may be granted a leave of absence without pay for health purposes for a specified period of time.

12.9.5.2 Short Term Personal Leave Without Pay

An excused absence without pay for an employee may be approved for one (1) day by the Principal or Classified Supervisor. Upon the recommendation of the Principal or Classified Supervisor, the Assistant Superintendent, Personnel, or designee may authorize an excused absence without pay for employees from two (2) to five (5) days. Notification that absence has been approved should be reported to the Classified Personnel Office at least twenty-four (24) hours prior to the absence.

12.9.5.3 Pregnancy Leaves and Absences

Pregnant employees shall be granted pregnancy leave without pay, such leave to commence on a date to be determined by the employee and her physician.

12.9.5.4 Family Medical Leave Act

The district shall grant unpaid leave as specified by the Family Medical Leave Act.

12.9.5.5 Peace Corps

A permanent classified employee who has completed three (3) full years of service in the District may be granted a leave of absence for Peace Corps service. The leave will be granted for one (1) full school year with the provision that it will be extended for a second year if the employee continues in Peace Corps service.

When such a leave is granted, the employee will be transferred to an unassigned status wherever possible, and upon return will be entitled to a position in the classification he/she

held upon leaving, but not necessarily the same position. Year-for-year salary credit will be granted.

12.9.5.6 Educational Improvement

A leave without pay may be granted, at the discretion of the Board, to a permanent classified employee for a period not to exceed twelve (12) months in duration, to participate in education or specialized course of study if such participation is determined by the Classified Director of Personnel and the Superintendent to be in the best interests of the school district. Such leave shall require official documentation regarding the nature and scope of the proposed education and/or training project; and based upon these facts, a determination shall be made that the granting of the leave will increase the efficiency and usefulness of the knowledge, skills, and abilities of the employee upon return to service of the District.

A permanent employee granted a leave under this rule must sign an agreement on forms available in the office of the Classified Director of Personnel, stating particularly that the Board will be given written notice no less than thirty (30) days before the expiration of the date of the leave, of his/her intention to return to District service. Failure to give such notice will be considered as notice that the employee will not return and that his/her position is vacant.

12.9.5.7 Tragedy Personal Necessity Leave

A long term personal necessity leave of absence, not to exceed ninety (90) days, may be provided to an employee who experiences a serious tragedy within his/her immediate family. For purposes of this section, "immediate family" shall be defined to include parent, sibling, spouse, child, or any relative living in the immediate household of the unit member.

An employee's compensation during such leave shall be equivalent to the employee's regular salary and fringe benefits minus the amount necessary to pay a substitute whether or not a substitute is employed to replace the unit member while on leave.

12.9.6 District Notification

The Classified Personnel Office will notify an employee who is on a leave of absence, twenty-five (25) days before the expiration of such leave, that his/her position is being held pending notification of the employee's intent to return. Such notification shall be sent by U.S. mail to the employee's last known mailing address. In the event the employee fails to respond to the District notification fifteen (15) days before the expiration of the leave indicated the employee's intention to return from leave, it is understood that the District may proceed to fill the employee's position. If a leave is granted for fewer than twenty-five (25) days or in the event of emergency conditions, the above procedures may be waived by the Personnel Director.

12.9.7 Reinstatement From Leave

Upon the expiration of a leave of absence, an employee shall be reinstated in his/her former classification if such classification still exists, or a similar classification for a position which is vacant and for which the employee is qualified, and which does not constitute a promotion.

12.9.9 Failure to Return From Leave

Failure to report for duty after a leave of absence has expired or has been revoked or canceled shall constitute dismissal from District service, unless the employee so dismissed shall satisfactorily show that such failure was excusable as determined by the Superintendent, in which case the employee shall be reinstated.

12.9.10 Health/Welfare Benefits While on Leave

An employee on Board approved leave of absence without pay, may participate in the District's health and dental and life insurance benefit program at the employee's own expense, provided the carrier allows.

Prior to the effective date of the Board approved leave of absence, the employee shall submit a written request to the Business Office to continue or discontinue the health and dental and life insurance program. A decision to discontinue the program is irrevocable during the period of the leave.

The employee who elects to maintain the health and dental and life insurance benefit program shall submit a check or money order to the Business Office for the exact amount of premium on or before the 25th day of each preceding month. Failure to comply with this payment provision will result in loss of insurance benefits during the entire period of the leave of absence.

12.10 *Paid Holidays

- Independence Day
- Labor Day
- Veteran's Day
- Thanksgiving Day
- Day After Thanksgiving
- Day Before Christmas
- Christmas Day
- Day Before New Year's Day (in lieu of Admission Day)
- New Year's Day
- Martin Luther King, Jr. Day
- Lincoln's Birthday
- Washington's Birthday
- Spring Friday
- Memorial Day

*See current years calendar for actual day on which the paid holiday will fall.

12.10.1 Eligibility

- 12.10.1.1 All employees will be entitled to payment for Board authorized holidays, provided they are in paid status during any portion of the day immediately preceding or succeeding the holiday.
- 12.10.1.2 Employees who are not assigned to duty during the Winter or Spring recess shall be paid for any Board authorized holidays during this period provided that they were in a paid status during any portion of the working day of their normal assignment immediately preceding or following the Winter or Spring recess.
- 12.10.1.3 When a holiday falls on Sunday, the following Monday will be observed. When a holiday falls on Saturday, the preceding Friday will be observed.

12.11 Catastrophic Leave (Board Policy 6602, 6602-R)

Employees may participate in the District Catastrophic Leave Program by irrevocably donating accrued sick leave credits for an employee who experiences a catastrophic personal illness or injury. Donations made under the Catastrophic Leave Program shall be strictly voluntary.

12.11.1 Definitions:

- 12.11.1.1 "Catastrophic illness or injury" means an illness or non-work related injury due to an accident that is expected to incapacitate the employee for an extended period of time involving or resulting in substantial, often ruinous, medical expense and creates a financial hardship for the employee because he/she has exhausted all of his/her sick leave and other paid time off with the exception of extended illness leave.
- 12.11.1.2 "Eligible leave credits" are sick leave days accrued by the donating employee and donated to the Catastrophic Leave Program.
- 12.11.1.3 The "Sick Leave Bank" or "Bank" shall be comprised of donated eligible leave credits.
- 12.11.1.4 The "Open Enrollment Period" shall take place annually during the month of October each year.
- 12.11.1.5 The "Sick Leave Bank Committee" or "Committee" shall oversee the operation of the Sick Leave Bank. The Committee shall consist of one voting member from each of the following groups: Anaheim Personnel and Guidance Association (APGA); California School Employees Association (CSEA); American Federation of State, County and Municipal Employees (AFSCME); and the Mid-Managers Association, Anaheim Leadership Team Association (ALTA). There will be two voting members from the Anaheim Secondary Teachers Association (ASTA). Also included will be one voting representative from the District Administration designated by the Superintendent.
- 12.11.1.6 "Enrolled Member" means a qualified permanent employee who has enrolled in the Catastrophic Leave Program.

- 12.11.2 The Board adopted the following rules and regulations for the administration of this policy, including, but not limited to the following:
- 12.11.2.1 Participation in the Catastrophic Leave Program shall be voluntary, but permitted for all permanent employees who are eligible for extended sick leave benefits.
 - 12.11.2.2 To become an Enrolled Member in the program, a permanent employee must initially donate one sick leave day. Enrolled Members must then donate one sick leave day per year during the Open Enrollment Period to maintain eligibility.
 - 12.11.2.3 The Sick Leave Bank is available to all Enrolled Members for use during their work year. (Enrolled Members who are 12 month employees may apply to use the Sick Leave Bank year round. All other Enrolled Members are eligible according to their regular work year.)
 - 12.11.2.4 Employees, who elect not to enroll in the Catastrophic Leave Program upon first becoming eligible, must wait sixty (60) duty days after their enrollment to become eligible to withdraw from the Bank.
 - 12.11.2.5 The Sick Leave Bank must not be used concurrently with the extended illness leave benefit. Leave shall be taken in the following order: (1) sick leave, (2) catastrophic leave, (3) extended illness leave.
 - 12.11.2.6 The maximum amount of time for which donated eligible leave credits may be used is twenty-five (25) days for any one catastrophic illness. The lifetime benefits from this policy may not exceed a total of fifty (50) days.
 - 12.11.2.7 This Catastrophic Leave Program may not be used if the Enrolled Member applies for or has purchased any other benefit or disability insurance program or income protection program either public or private unless the total benefit is less than 100% of the employee's basic salary. Enrolled Members having any additional income benefit must apply for that benefit before they are considered eligible for the Catastrophic Leave Program.
 - 12.11.2.8 The receipt of a donated eligible leave credit through the Catastrophic Leave Program as defined herein, when combined with other district income, or income protection plan, shall not provide the recipient with a greater monthly District income/fringe benefit contribution than he/she received immediately prior to the receipt of catastrophic sick leave.
 - 12.11.2.9 An Enrolled Member who receives donated eligible leave credits shall use any leave credits, including vacation, that he/she continues to accrue on a monthly basis prior to receiving/using additional donated eligible leave credits from the Sick Leave Bank.
 - 12.11.2.10 Requests for donated eligible leave credits from the Sick Leave Bank must be made in increments of five (5) days.
 - 12.11.2.11 If more than one Enrolled Member applicant is being considered at the same time and there are not enough days in the Bank to fill each request, the available days will

be divided equally or proportionately, as is consistent with the requests, between and among the Enrolled Member applicants. In this instance, additional donations of eligible leave credits may be accepted.

12.11.2.12 Direct Donations

Notwithstanding any other provision of Section 12.11 or its subsections, an Enrolled Member may donate eligible leave credit directly to another Enrolled Member at any time during the year when, but only when, (1) the Sick Leave Bank does not have enough donated eligible leave credits to fill an Enrolled Member's request as described in Subsection 12.11.2.9, or (2) an Enrolled Member has reached the maximum amount of time for which donated eligible leave credits from the Sick Leave Bank may be used pursuant to Subsection 12.11.2.5. In the event that an Enrolled Member has reached the maximum amount of time for which donated eligible leave credits from the Sick Leave Bank may be used, the Enrolled Member may receive a maximum of 25 directly donated eligible leave credits per incident from another Enrolled Member for a lifetime maximum of 50 directly donated eligible leave credits.

12.11.2.13 Any fraudulent or inappropriate use of the Catastrophic Leave Program by an Enrolled Member will result in the Enrolled Member's return of all eligible leave credits to the Bank. The Enrolled Member will be responsible for returning any resulting overpayment of wages to the District.

12.11.2.14 Any unused eligible leave credits will be returned to the Bank at the end of an Enrolled Member's catastrophic leave period, including direct donations to specific employees as stated in 12.11.2.12.

12.11.2.15 The Enrolled Member must waive any and all claims against the Board, District and its officer and employees, arising from the administration of the Catastrophic Leave Program.

12.11.2.16 The Sick Leave Bank Committee will issue a report to all employees of the status of the Sick Leave Bank each semester.

12.11.3 Donating to the Sick Leave Bank:

12.11.3.1 Any permanent employee on paid duty status shall be eligible to participate with a minimum annual deposit of one (1) eligible leave credit.

12.11.3.2 All transfers of eligible leave credits are irrevocable.

12.11.3.3 Enrolled Members may donate up to three (3) full days of eligible leave credits per school year.

12.11.3.4 Enrolled Members must have at least eight (8) days of accrued sick leave remaining for their own use after donating to the Sick Leave Bank. Any request for an exception to this provision must be submitted in writing and approved by the Superintendent or designee.

12.11.3.5 Donations to the Sick Leave Bank are general donations.

12.11.3.6 When and if the eligible leave credits in the Sick Leave bank reach a total of 2,000 actual days, the Committee may suspend donations for one (1) year for all existing Enrolled Members. Employees seeking to become new Enrolled Members, however, must still donate at least one (1) eligible leave credit to enter the Catastrophic Leave Program.

12.11.4 Utilizing Credits from the Sick Leave Bank:

Eligible leave credits may be requested, in writing to the Assistant Superintendent, Human Resources, from the Sick Leave Bank for a catastrophic illness or injury if all of the following requirements are met:

12.11.4.1 The employee must be an Enrolled Member before requesting donated eligible leave credits.

12.11.4.2 The Enrolled Member must provide verification of catastrophic illness or injury as required by the Superintendent or designee Board.

12.11.4.3 The verification of catastrophic illness or injury must come in the form of a written medical statement from the attending physician indicating the incapacitating nature and probable duration of the illness or injury.

12.11.4.4 The Superintendent or designee may require verification of the need for catastrophic leave beyond the evidence of a doctor's certification and shall have the authority to accept evidence from other sources.

12.11.4.5 The Sick Leave Bank Committee determines that the Enrolled Member is unable to work due to the Enrolled Member's catastrophic illness or injury.

12.11.4.6 The Enrolled Member has exhausted all accrued paid leave credits with the exception of extended illness leave.

12.11.4.7 At the start of the Sick Leave Bank withdrawal, voluntary deductions from the Enrolled Member's paycheck will be discontinued (except for AUHSD computer loan payments and health and life insurance payments.)

12.11.4.8 Conditions, Illnesses, and Injuries Not Covered:

Conditions, illnesses, or injuries resulting from the commission of a felony, elective cosmetic surgery, or stress are not covered. Conditions, illnesses, or injuries covered under Workers' Compensation Program, are also not covered.

ARTICLE 13: VACATIONS

13.1 Eligibility

Permanent employees of the bargaining unit who have completed six (6) months of paid service as a regular probationary employee, or a restricted employee, shall accumulate vacation from their date of hire at the regular rate of pay earned at the time the vacation is commenced.

Probationary employees may take vacation as approved by their supervisor. Said vacation shall not become a vested right until the sixth (6th) month of employment is complete. Should an employee leave the District for any reason prior to being awarded permanent status, all used vacation will be repaid to the District.

13.2 Accrual

Every employee shall earn vacation at the prescribed rate. Employees who are on leave to serve in a limited-term assignment, or who serve in limited-term assignments during periods when they are not regularly assigned, shall earn vacation during such limited-term assignments. Vacation shall also be earned during any paid leave of absence.

13.3 Number of Days

Employees shall be entitled to vacation with pay earned at the rate of one (1) day for each month in a paid status, not to exceed twelve (12) working days of vacation in each fiscal year, computed as follows:

One (1) year or less in a paid status:

12 month unit members	12 days
11 month unit members	11 days
10 month unit members	10 days
9 month unit members	9 days

Employees in a paid status who work less than the normal eight (8) hour day shall be eligible for vacation benefits on a prorated basis using the ratio of actual time worked to eight (8) hours, i.e., a six (6) hour employee would receive 6/8th of a day per month.

13.4 Additional Days

Employees with more than one (1) year of service in a paid status are entitled to working days of vacation with pay in each fiscal year, in addition to those set forth in 13.3, computed as follows:

1 additional day at the start of the 2 nd year
2 additional days at the start of the 4 th year
3 additional days at the start of the 5 th year
4 additional days at the start of the 6 th year
4 additional days at the start of the 7 th year
5 additional days at the start of the 8 th year
6 additional days at the start of the 9 th year
6 additional days at the start of the 10 th year
7 additional days at the start of the 11 th year

- 7 additional days at the start of the 12th year
- 8 additional days at the start of the 13th year
- 8 additional days at the start of the 14th year
- 9 additional days at the start of the 15th year
- 10 additional days at the start of the 16th year
- 11 additional days at the start of the 17th year

13.5 Use of Days

Earned vacation shall be taken only at times which are mutually agreeable to the employee and his/her supervisor. Employees are encouraged to take vacation at times that have the least impact to the operations of the district and school site. Supervisors will consider reasonableness and impact of essential services to staff and students when approving vacation requests.

Employees are expected to attain approval of vacation days prior to making vacation plans.

13.6 Accumulation of Days

All vacation days earned by all monthly full-time permanent employees with less than five (5) years of service must be taken within twelve (12) months following the period in which it is earned and may not be accumulated beyond this period. All monthly full-time permanent employees, after five (5) years of service may "save" up to six (6) days of vacation earned during the preceding year to be used within the following year for an extended vacation, not to exceed twenty-nine (29) working days under adopted regulations regarding vacations.

13.7 Vacation Schedules

During the first working month of each school/fiscal year, permanent employees and the supervisor shall meet and mutually agree to a vacation schedule for that school/fiscal year. Changes to the vacation calendar may be amended throughout the year utilizing the same approval process as stated in 13.5. If the employee is not permitted to take his/her full annual vacation, the amount not taken shall accumulate for use in the next year or be paid for, in cash, at the option of the employee for the days that exceed their cap.

The employee may be granted vacation during the school year, even though not earned at the time the vacation is taken, with the approval of the immediate supervisor.

13.8 Termination of Vacation

In case of termination, vacation time owed the District shall be deducted from the final paycheck.

13.9 Interruption of Vacation

An employee in the bargaining unit shall be permitted to interrupt or terminate vacation leave in order to begin another type of paid leave provided by this Agreement without a return to action service, provided the employee supplies notice and supporting information regarding the basis for such interruption or termination. A doctor's written

verification of illness will be required in order to commence illness leave under this provision.

13.10 Upon Separation

On separation from service, the employee shall be entitled to lump sum compensation for all earned and unused vacation at the rate of pay applicable to his last regular assignment, except the employee who has not completed six (6) months of employment in regular or restricted status shall not be entitled to such compensation.

13.11 Holiday During Vacation

When a holiday falls during the scheduled vacation day of any bargaining unit employee, such employee shall be granted an additional day's vacation and pay for each holiday falling within that period.

13.12 Fall, Winter and Spring Break

For the purposes of this Article, the District office shall be open for business during the Fall, Winter and Spring break. Employees who choose to work during the Fall, Winter and Spring break may do so in their own job classification, and at their own work sites except when a work safety issue is presented. Employees are encouraged to schedule vacations during periods when students are not in session.

ARTICLE 14: ASSOCIATION RIGHTS

14.1 Released Time - Association Business

Upon twenty-four (24) hours prior notice to the District and authorization by the President of the Association, the Association shall be provided a maximum of thirty-five (35) days each fiscal year of released time for the purpose of conducting Association business. These days shall be taken in minimum increments of one (1) full day.

14.2 Released Time - Negotiations

During each school year when negotiations are in progress, and following prior notice and scheduled coordination with the immediate supervising administrator, seven (7) authorized representatives of the CSEA bargaining unit shall be granted a maximum of seven (7) full days of released time each without loss of compensation for the purpose of meeting and negotiating. This released time shall be taken in minimum increments of one (1) full day. Additional days may be granted, if necessary, upon mutual agreement of the parties and with approval of the Superintendent.

Members of the CSEA bargaining team shall be responsible for notifying their immediate supervisors of meeting times and dates and requesting released time one (1) day prior to scheduled negotiations meetings. Only in cases of emergency or hardship as defined by the immediate supervisor may an employee's request be refused.

14.3 Access

Authorized Association representatives shall, in accordance with the conditions noted herein, have the right of reasonable access to District facilities for the purpose of contacting employees and transacting lawful Association business. Upon arriving at a school site, any such representative shall first report to the office of the site administrator to announce his/her presence and the intended purpose of the visit.

14.4 Seniority Roster

Upon request, CSEA will be provided at a reasonable cost a complete seniority roster of all bargaining employees.

14.5 Employee Roster

On or before November 15 of each school year, CSEA will be provided a complete roster of all bargaining employees containing the employee's current classification, location, date of hire, home address, phone number and month of birth.

ARTICLE 15: SEPARABILITY AND SAVINGS

- 15.1 If any provision of this Agreement should be held invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any provision should be restrained by any tribunal of competent jurisdiction pending a final determination as to its validity, the remainder of this Agreement or the application of such Article or section as to persons or circumstances other than those as to which it has been held invalid or as to which compliance with or enforcement of has been restrained, shall not be affected thereby.
- 15.2 If any such decision or change in law occurs the parties hereto shall, upon request within ten (10) working days, commence meeting and negotiating with respect to the means of compliance therewith and/or negotiate a new article(s) to replace the invalidated article(s).

ARTICLE 16: ENTIRE AGREEMENT

The District and the Association (CSEA) shall be bound by those terms which are expressly and explicitly set forth in this agreement. Any past practices or understandings between the Association (CSEA) and the district that are within the scope of bargaining as set forth in Government Code section 3543.2 shall not be subject to modification without negotiations between the Association (CSEA) and the District.

ARTICLE 17: PUBLICATION OF AGREEMENT

- 17.1 The District shall make this Agreement and updates to this agreement available on the District website. The District will provide, upon request and without charge, a copy of this Agreement to any employee in the bargaining unit. At the time of employment, any employee who becomes a member of the bargaining unit after execution of the Agreement, shall be notified in writing of the availability of this Agreement on the District website and their right to receive a written copy of this Agreement without charge. Written changes agreed to by the parties of this Agreement during the life of this Agreement will also be available on the District website and upon request by any employee.
- 17.2 Each year, CSEA will be provided with printed copies of this Agreement equal to 10% of the total membership.
- 17.3 The Association shall have the opportunity to appear at orientation meetings to explain how the Association functions.

ARTICLE 18: DURATION AND REOPENERS

This Agreement shall become effective on July 1, 2017 and remain in full force and effect up to and including June 30, 2020 and thereafter shall continue in effect year-by-year unless one of the parties has been notified by the other in writing of its intent to terminate.

During the 2018-19 contract year, all articles shall be open for negotiations. During the 2019-20 contract year, the subjects of Article 2: Health and Welfare, and Article 11: Wages and Items Related to Wages, shall be open for negotiations.

In addition to these articles referenced above, CSEA and the District shall each have the option of opening one (1) other article of their choosing. These topics will be the only subjects of negotiations.

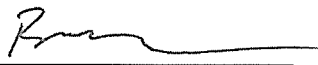
It is understood that other provisions of the Agreement shall remain in full force and effect for the years 2017-2018, 2018-2019 and 2019-2020 notwithstanding the results of the limited re-opener of negotiations as outlined above.

This Agreement is dated: November 13, 2018

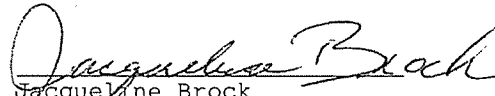
Agreement for 2017-2020 / Board Approved December 13, 2018

ANAHEIM UNION HIGH SCHOOL DISTRICT

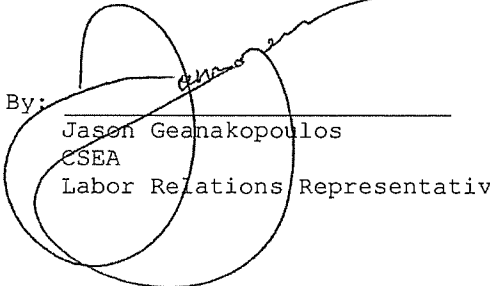
CALIFORNIA SCHOOL EMPLOYEES
ASSOCIATION, CHAPTER 74

By: 

Brad Jackson
Assistant Superintendent,
Human Resources

By: 

Jacqueline Brock
CSEA President

By: 

Jason Geanakopoulos
CSEA
Labor Relations Representative

**ANAHEIM UNION HIGH SCHOOL DISTRICT
CALIFORNIA SCHOOL EMPLOYEE ASSOCIATION (CSEA)
2018/2019 SALARY SCHEDULE**

Effective 7/1/18 - BOT Approved on 5/7/19 - REVISED

Salary Range	Position Title	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
41	CAMPUS SAFETY AIDE	2803.00 15.91	2915.00 16.56	3038.00 17.26	3155.00 17.91	3280.00 18.64	3415.00 19.40	3480.00 19.78	3551.00 20.17	3622.00 20.57	3694.00 20.98	Monthly Hourly
43	INSTR ASSISTANT INSTR ASSISTANT-SPECIALIZED ACADEMIC INSTR OFFICE ASSISTANT PUBLIC INFORMATION ASSISTANT	2,942.00 16.72	3,066.00 17.42	3,191.00 18.13	3,315.00 18.83	3,448.00 19.59	3,591.00 20.40	3,659.00 20.80	3,728.00 21.18	3,804.00 21.61	3,881.00 22.04	Monthly Hourly
47	COMPUTER LAB ASSISTANT INSTR ASST-BILINGUAL (SPANISH) INSTR ASST-BILINGUAL (VIETNAMESE) INSTR ASST-BILINGUAL (KOREAN) INSTR ASST-BILINGUAL (ARABIC) INSTR ASST-BILINGUAL (ROMANIAN) INSTR ASST-SPEC ACADEMIC INSTRUCTION-BIL INSTR ASST - STUDENT/PARENT LIAISON-BIL OFFICE ASSISTANT-BILINGUAL SCHOOL COMMUNITY LIAISON	3,244.00 18.42	3,376.00 19.18	3,506.00 19.91	3,656.00 20.77	3,798.00 21.58	3,950.00 22.47	4,029.00 22.89	4,108.00 23.33	4,195.00 23.83	4,271.00 24.29	Monthly Hourly
49		3,412.00 19.38	3,550.00 20.17	3,683.00 20.92	3,836.00 21.79	3,992.00 22.68	4,152.00 23.61	4,229.00 24.03	4,319.00 24.56	4,402.00 25.01	4,486.00 25.50	Monthly Hourly
51	CHILD WELFARE & ATTENDANCE LIAISON DISTRICT RECEPTIONIST FACILITIES PLANNING ASSISTANT HEALTH SERVICES TECHNICIAN I INSTR ASST - ADULT TRANSITION INSTR ASST - BEHAVIORAL SUPPORT INSTR ASST - MATHEMATICS INSTR ASST - MED FRAGILE/ORTHO IMPAIRED INSTR ASST - SPECIAL ABILITIES INSTR ASST - SPEC (D/HH or VI) LANGUAGE TESTING ASSISTANT PUBLICATIONS TECHNICIAN SCHOOL LIBRARY/MEDIA TECHNICIAN SECRETARY - ATTENDANCE SECRETARY - PROGRAM SUPPORT SECRETARY - REGISTRAR/RECORDS SECRETARY - SCHOOL SUPPORT WORKABILITY PLACEMENT ASSISTANT	3,581.00 20.34	3,720.00 21.16	3,877.00 22.02	4,027.00 22.88	4,191.00 23.82	4,355.00 24.76	4,439.00 25.22	4,536.00 25.76	4,620.00 26.26	4,720.00 26.82	Monthly Hourly
53	SECRETARY-BILING/ATTENDANCE SECRETARY-BILING/PROGRAM SUPPORT SECRETARY-BILING/REGISTRAR-RECORDS SECRETARY-BILING/SCHOOL SUPPORT TRANSLATOR	3,764.00 21.38	3,907.00 22.20	4,064.00 23.09	4,227.00 24.02	4,400.00 25.00	4,577.00 26.00	4,663.00 26.51	4,759.00 27.05	4,850.00 27.56	4,950.00 28.14	Monthly Hourly

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**ANAHEIM UNION HIGH SCHOOL DISTRICT
CALIFORNIA SCHOOL EMPLOYEE ASSOCIATION (CSEA)
2018/2019 SALARY SCHEDULE**

Effective 7/1/18 - BOT Approved on 5/7/19 - REVISED

Salary Range	Position Title	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
54		3867.00 21.98	4029.00 22.89	4191.00 23.82	4365.00 24.80	4538.00 25.77	4723.00 26.83	4815.00 27.38	4918.00 27.94	5015.00 28.51	5123.00 29.11	Monthly Hourly
55	ASB ACCOUNT TECHNICIAN BRAILLE TRANSCRIBER INFORMATION SYSTEMS TECHNICIAN JOB DEVELOPER / JOB COACH LICENSED VOCATIONAL NURSE SIGN LANGUAGE INTERPRETER	3,949.00 22.46	4,104.00 23.32	4,268.00 24.26	4,439.00 25.22	4,618.00 26.26	4,803.00 27.29	4,895.00 27.82	4,995.00 28.38	5,094.00 28.94	5,199.00 29.54	Monthly Hourly
56	FAMILY & COMMUNITY ENGAGEMENT SPECIALIST	4,051.00	4,206.00	4,376.00	4,550.00	4,733.00	4,921.00	5,020.00	5,122.00	5,224.00	5,330.00	Monthly
57	ACCOUNTING TECHNICIAN ADMINISTRATIVE ASSISTANT ATHLETIC TRAINER BENEFITS TECHNICIAN BUSINESS TECHNICIAN CREDENTIALS TECHNICIAN HUMAN RESOURCES TECHNICIAN PAYROLL TECHNICIAN RISK MANAGEMENT TECHNICIAN SPEECH LANGUAGE PATHOLOGY ASSISTANT	4,151.00 23.59	4,308.00 24.47	4,483.00 25.49	4,661.00 26.50	4,847.00 27.53	5,039.00 28.63	5,144.00 29.22	5,249.00 29.84	5,353.00 30.42	5,459.00 31.01	Monthly Hourly
59	ADMINISTRATIVE ASSISTANT BILINGUAL INFORMATION SYSTEMS SPECIALIST I LANGUAGE PROGRAM TECHNICIAN LEGAL ADMINISTRATIVE ASSISTANT SR ACCOUNTING TECHNICIAN SR BUDGET TECHNICIAN SR ADMINISTRATIVE ASSISTANT PROGRAM SUPPORT SR ADMINISTRATIVE ASSISTANT SCHOOL SUPPORT SR ADMINISTRATIVE PROCUREMENT ASSISTANT SR CREDENTIAL TECHNICIAN SR PAYROLL TECHNICIAN	4,352.00 24.74	4,528.00 25.74	4,705.00 26.74	4,894.00 27.81	5,091.00 28.93	5,295.00 30.08	5,400.00 30.69	5,509.00 31.30	5,619.00 31.94	5,728.00 32.55	Monthly Hourly
61	FOOD SERVICE TECHNICIAN SR ADMIN ASST SCHOOL SUPPORT / BILINGUAL SR ADMIN ASST PROGRAM SUPPORT / BILINGUAL	4,567.00 25.95	4,751.00 27.00	4,939.00 28.07	5,140.00 29.19	5,350.00 30.40	5,555.00 31.57	5,668.00 32.20	5,782.00 32.87	5,897.00 33.52	6,017.00 34.19	Monthly Hourly
62	ASSESSMENT/EVALUATION TECHNICIAN BENEFITS SPECIALIST PARENT INVOLVEMENT SPECIALIST WEBMASTER (4/1/18)	4,759.00 27.05	4,955.00 28.15	5,152.00 29.26	5,358.00 30.45	5,570.00 31.65	5,796.00 32.94	5,917.00 33.62	6,036.00 34.29	6,162.00 35.02	6,282.00 35.70	Monthly Hourly
63	BEHAVIOR INTERVENTION SPECIALIST BUYER FOOD SERVICE ACCOUNTING SPECIALIST INFORMATION SYSTEMS SPECIALIST II	4,800.00 27.69	4,987.00 28.77	5,186.00 29.92	5,399.00 31.15	5,614.00 32.39	5,834.00 33.66	5,953.00 34.35	6,071.00 35.03	6,194.00 35.73	6,319.00 36.46	Monthly Hourly
BOT 69												

**ANAHEIM UNION HIGH SCHOOL DISTRICT
CALIFORNIA SCHOOL EMPLOYEE ASSOCIATION (CSEA)
2018/2019 SALARY SCHEDULE**
Effective 7/1/18 - BOT Approved on 5/7/19 - REVISED

Salary Range	Position Title	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
65	ART DESIGNER	5,042.00 28.63	5,244.00 29.75	5,454.00 30.95	5,672.00 32.21	5,897.00 33.51	6,135.00 34.82	6,257.00 35.53	6,382.00 36.22	6,510.00 36.96	6,640.00 37.71	Monthly Hourly
66	PROCUREMENT CONTRACT SPECIALIST	5,180.00	5,387.00	5,603.00	5,827.00	6,060.00	6,302.00	6,430.00	6,558.00	6,688.00	6,821.00	Monthly
75	NETWORK ANALYST PROGRAMMER ANALYST	6,428.00 36.53	6,680.00 37.96	6,953.00 39.50	7,231.00 41.09	7,521.00 42.74	7,821.00 44.43	7,973.00 45.28	8,132.00 46.20	8,299.00 47.16	8,464.00 48.10	Monthly Hourly
76	SYSTEMS ADMINISTRATOR	6,755.00 38.38	7,019.00 39.89	7,299.00 41.47	7,590.00 43.12	7,891.00 44.83	8,212.00 46.65	8,372.00 47.57	8,543.00 48.53	8,718.00 49.53	8,891.00 50.51	Monthly Hourly

Unit members will be eligible for long service recognition (longevity) upon the completion of ten (10) years of service in the Anaheim Union High School District under the following plan:

Each longevity step stands on its own and is not cumulative nor compounded. Longevity:

- 2% plus \$533 after ten (10) years of service with AUHSD
- 4% plus \$1585 additional after fifteen (15) years of service with AUHSD
- 7% plus \$2,918 additional after twenty (20) years of service with AUHSD
- 10% plus \$3,807 additional after twenty-five (25) years of service with AUHSD
- 12% plus \$3,807 additional after thirty (30) years of service with AUHSD

Percentages and flat rates stand alone. They are not added together or compounded.

MEMORANDUM OF UNDERSTANDING

Between the

Anaheim Union High School District

And the

California School Employees Association (CSEA)


CSEA/AUHSD Effects of Layoffs for 2008-09 School Year.

This agreement applies to employees who were affected by the layoffs for the 2009-10 school year.

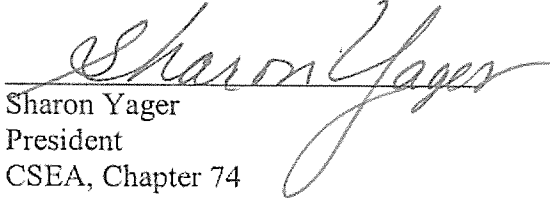
1. **District-paid Leave for Seeking Employment** – The district would waive 12.7.3 and allow employees to use their Personal Necessity days for the purpose of seeking employment including the two days of PN which are not counted against the employee.
2. **Workload** – The district and CSEA agree that employees who perform work that was previously performed by an employee whose position has been eliminated shall not be required or expected to work beyond their established work day or be disciplined or negatively evaluated due to an unreasonable workload. CSEA members will also not be required to perform work that is outside of their classification. The district agrees not to use volunteers, outside agencies or sub-contractors to perform the work of employees who were laid off.
3. **Provisional Positions** – After all employees have been offered re-employment or displacement rights within the open classification, unit members of other classifications who have been laid off shall have the first opportunity, to fill provisional positions and limited term positions in any classification as long as they “meet minimum qualifications” of the position as stated in 11.20.8 of the contract. Minimum qualifications will be determined using established procedures.
4. **Bilingual Instructional Aides** – Bilingual IAs who are laid off shall be re-employed to any vacancy in regular instructional aide position after all regular IAs have been offered re-employment or displacement rights within the open classification per 11.20.8 of the contract.
5. **Site Secretary** – The five site secretary positions that were eliminated at the March 5 board meeting were brought to the board on June 4 for approval to rescind the eliminations. CSEA and the district agree to work together to implement a plan to address the problems within this classification prior to consideration of layoffs that affect this classification.
6. **Reduction of Hours, Days, Weeks, Months** – Any unit members who are reduced in hours, days, weeks, or months shall be reinstated to their levels of hours, days, weeks, or months when the District’s Second Interim Report reaches the same Total Deficit Base Revenue Limit (BRL) x Average Daily Attendance (ADA) (specifically, BRL multiplied by ADA) level of funding that the district received on the Second Interim Report in 2007-2008. Reinstatement shall be contingent on agreement by the parties through negotiations based on staffing needs.

This agreement is dated: 8/20/09

For the District:

For the California School Employees
Association (CSEA):


Russell Lee-Sung
Assistant Superintendent
Human Resources



Sharon Yager
President
CSEA, Chapter 74

MEMORANDUM OF UNDERSTANDING

Between the

Anaheim Union High School District

And the

California School Employees Association (CSEA)**CSEA/AUHSD Effects of Layoffs for 2010-2011 school year**

1. **District-paid Leave for Seeking Employment** – The District would waive 12.7.3 and allow employees to use their Personal Necessity days for the purpose of seeking employment.
2. **Workload** – The District and CSEA agree that employees who perform work that was previously performed by an employee whose position has been eliminated shall not be required or expected to work beyond their established work day or be disciplined or negatively evaluated due to an unreasonable workload. CSEA members will also not be required to perform work that is outside of their classification. The District agrees not to use volunteers, outside agencies or sub-contractors to perform the work of employees who were laid off.
3. **Provisional Positions** – After all employees have been offered re-employment or displacement rights within the open classification, unit members of other classifications who have been laid off shall have the first opportunity, to fill provisional positions and limited term positions in any classification as long as they “meet minimum qualifications” of the position as stated in 11.20.8 of the contract. Minimum qualifications will be determined using established procedures.
4. **Reduction of Hours, Days, Weeks, Months** – Any unit members who are reduced in hours, days, weeks, or months shall be reinstated to their levels of hours, days, weeks, or months when the District’s Second Interim Report reaches the same Total Deficit Base Revenue Limit (BRL) x Average Daily Attendance (ADA) (specifically, BRL multiplied by ADA) level of funding that the District received on the Second Interim Report in 2007-2008. Reinstatement shall be contingent on agreement by the parties through negotiations based on staffing needs.
5. **Instructional Assistants Severely Handicapped and Special Education** – Instructional Assistant SH/SE who were reduced from 10.1 months to 9 months shall be returned to 10.1 months in their position when summer school and Extended School Year (ESY) are fully restored.
6. **Extended School Year (ESY)**- Instructional Assistants who are needed for the ESY program during the month of July, 2010, will be assigned in the following manner:
 - First, Instructional Assistant SH employees who are 1:1 with their student and that student is attending the ESY program shall be placed with their student.
 - Second, Instructional Assistants SH employees who are trained in specific specialized behavioral programs shall be placed in those programs with their students before other Instructional Assistants SH.
 - Third, Instructional Assistants SH employees who were reduced from 10.1 to 9 months at Hope and CDS shall be offered employment for ESY program in the month of July, 2010 at the Hope and Loara school site based on seniority.

7. **Secretary Classifications** – Employees in the classifications of secretary who were either laid off or displaced and transferred to a lower classification shall maintain their seniority from the effective date to when they are reinstated to any secretary classification. The employees in the secretary classification shall not be penalized for unpaid leave caused by layoff or displacement or lose seniority in the secretary classifications due to moving to a lower classification.

8. **Floating Furlough Day**

One of the seven furlough days previously agreed to by CSEA and the district will be a floating furlough day which shall be used at the unit member's discretion. Any request which does not create an undue hardship at the work site shall not be denied by the unit member's supervisor.

Scheduling of the floating furlough day shall occur at the beginning of the school year at the same time as vacation is scheduled.


If there is a conflict which involves another unit member's scheduling on the same day, seniority shall be the determining factor in awarding the day.

If the unit member is denied on the basis of undue hardship and another day is not mutually agreed upon, the unit member shall have the right to appeal to the Assistant Superintendent of Human Resources.


This agreement is dated: 5/26/10

For the District:

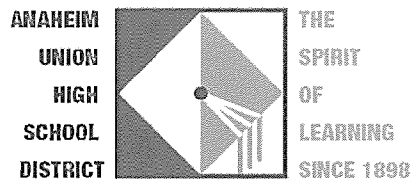
For California School Employees Association
(CSEA):



Russell Lee-Sung
Assistant Superintendent
Human Resources



Sharon Yager
President
CSEA, Chapter 74



MEMORANDUM OF UNDERSTANDING

Between the

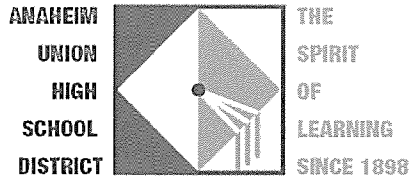
Anaheim Union High School District (AUHSD)

And the

California School Employees Association (CSEA)

CSEA/AUHSD Effects of Layoffs for 2011-2012 school year

1. **District-paid Leave for Seeking Employment** – The District would waive 12.7.3 and allow employees to use their Personal Necessity days for the purpose of seeking employment.
2. **Workload** – The District and CSEA agree that employees who perform work that was previously performed by an employee whose position has been eliminated shall not be required or expected to work beyond their established work day or be disciplined or negatively evaluated due to an unreasonable workload. CSEA members will also not be required to perform work that is outside of their classification. The District agrees not to use volunteers, outside agencies or sub-contractors to perform the work of employees who were laid off.
3. **Provisional Positions** – After all employees have been offered re-employment or displacement rights within the open classification, unit members of other classifications who have been laid off shall have the first opportunity, to fill provisional positions and limited term positions in any classification as long as they “meet minimum qualifications” of the position as stated in 11.20.8 of the contract. Minimum qualifications will be determined using established procedures.
4. **Reduction of Hours, Days, Weeks, Months** – Any unit members who are reduced in hours, days, weeks, or months shall be reinstated to their levels of hours, days, weeks, or months when the District’s Second Interim Report reaches the same Total Deficited Base Revenue Limit (BRL) x Average Daily Attendance (ADA) (specifically, BRL multiplied by ADA) level of funding that the District received on the Second Interim Report in 2007-2008. Reinstatement shall be contingent on agreement by the parties through negotiations based on staffing needs.




Extended School Year (ESY)- Instructional Assistants who are needed for the ESY program during the month of July, 2011, will be assigned in the following manner:

- First, Instructional Assistant-SH employees who are 1:1 with their student and that student is attending the ESY program shall be placed with their student.
- Second, Instructional Assistant-SH employees who are trained in specific specialized behavioral programs shall be placed in those programs with their students before other Instructional Assistants-SH.
- Third, Instructional Assistant-SH employees who were reduced from 10.1 to 9 months at Hope and CDS shall be offered employment for ESY program in the month of July, 2011 at the Hope and Loara school site based on seniority.
- Fourth, any remaining ESY Instructional Assistant-SH positions shall be offered to the other Instructional Assistant-SH in the District by seniority.

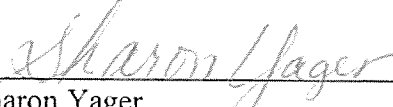
This agreement is dated: June 13, 2011

For the District:


For California School Employees Association
(CSEA):



Russell Lee-Sung
Assistant Superintendent
Human Resources



Sharon Yager
CSEA, Chapter 74
President



Ken Ball
CSEA
LRR

MEMORANDUM OF UNDERSTANDING

Between the

Anaheim Union High School District (AUHSD)

And the

California School Employees Association (CSEA)

CSEA/AUHSD Effects of Layoffs for 2012-2013 school year

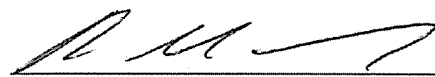
1. **District-paid Leave for Seeking Employment** – The District would waive 12.7.3 and allow employees to use their Personal Necessity days for the purpose of seeking employment.
2. **Workload** – The District and CSEA agree that employees who perform work that was previously performed by an employee whose position has been eliminated shall not be required or expected to work beyond their established work day or be disciplined or negatively evaluated due to an unreasonable workload. CSEA members will also not be required to perform work that is outside of their classification. The District agrees not to use volunteers, outside agencies or sub-contractors to perform the work of employees who were laid off.
3. **Provisional Positions** – After all employees have been offered re-employment or displacement rights within the open classification, unit members of other classifications who have been laid off shall have the first opportunity, to fill provisional positions and limited term positions in any classification as long as they “meet minimum qualifications” of the position as stated in 11.20.8 of the contract. Minimum qualifications will be determined using established procedures.
4. **Reduction of Hours, Days, Weeks, Months** – Any unit members who are reduced in hours, days, weeks, or months shall be reinstated to their levels of hours, days, weeks, or months when the District’s Second Interim Report reaches the same Total Deficient Base Revenue Limit (BRL) x Average Daily Attendance (ADA) (specifically, BRL multiplied by ADA) level of funding that the District received on the Second Interim Report in 2007-2008. Reinstatement shall be contingent on agreement by the parties through negotiations based on staffing needs.

Extended School Year (ESY)- Instructional Assistants who are needed for the ESY program during the month of July, 2012, will be assigned in the following manner:

- First, Special Education Instructional Assistant employees who are 1:1 with their student and that student is attending the ESY program shall be placed with their student.
- Second, Special Education Instructional Assistant employees who are trained in specific specialized behavioral programs shall be placed in those programs with their students before other Instructional Assistants.
- Third, Special Education Instructional Assistant employees who were reduced from 10.1 to 9 months at Hope and CDS shall be offered employment for ESY program in the month of July, 2012 at the Hope and Loara school site based on seniority.
- Fourth, any remaining ESY Special Education Instructional Assistant positions shall be offered to the other Special Education Instructional Assistant in the District by seniority.

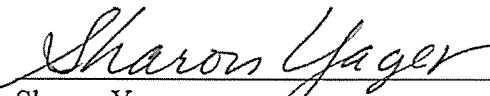
This agreement is dated: June 28, 2012

For the District:

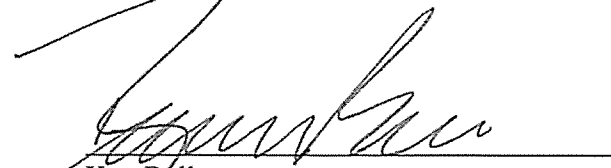


Russell Lee-Sung
Assistant Superintendent
Human Resources

For California School Employees Association
(CSEA):



Sharon Yager
CSEA, Chapter 74
President



Ken Ball
CSEA
LRR

MEMORANDUM OF UNDERSTANDING
Between the
Anaheim Union High School District
And the
California School Employees Association (CSEA)

This Memorandum of Understanding stipulates an agreement between Anaheim Union High School District (District) and the California School Employees Association (CSEA) related to Instructional Assistant Staffing to cover bus assignments and extended year instruction at Hope School.

Bus Supervision Assignment

The District agrees to increase the hours of the ten (10) most senior Instructional Assistant - Severely Handicapped personnel at Hope School to eight (8) hours per day, during the regular school year, beginning July 1, 2004. During extended year instruction beginning June 22, 2004, these employees will be "blue sheeted" to work one (1) hour before and one (1) hour after the school day. These employees will work in the classrooms and on the bus with students requiring additional assistance.

If due to enrollment or routing fluctuations, additional slots are necessary to cover bus supervision, the Principal will select employees to cover the additional assignment by seniority only as needed on a temporary (twenty one (21) days or less) basis only. Any assignment twenty two (22) days or more would be filled as a temporary position for the duration of the current school year.

This agreement will invalidate the "Bus Aide" Memorandum of Understanding dated May 6, 2002, providing a procedure of bidding for bus aide assignments, and make the additional hours permanent. Selection of employees to fill these assignments for initial placement will be by seniority. This is not intended to be precedent setting for any other selection processes in the future. Upon employee separation or transfer all other appointments will be made **IN ACCORDANCE TO MERIT RULES.**

All employees assigned to assist on the buses, and all eligible substitutes **MUST NOT HAVE RESTRICTED WORK DUTIES LIMITED THEIR ABILITIES TO ASSIST. ALL WILL BE** provided with training on care of the medically fragile by the School Nurse, with brush up training as needed. All employees assigned to assist on the buses, as well as all eligible substitutes will be provided with training by Transportation on the proper loading and unloading of students. These specially trained employees will share responsibility for loading the students on and assisting them off of the buses each day.


In the event the need for the number of bus routes mentioned above falls below the 10 most senior employees, CSEA and the District agree to meet and negotiate. CSEA, District, Employee and Supervisor will meet to discuss options.

Extended Year Assignment

The District agrees to increase the work year of all Instructional Assistant-Severely handicapped positions at Hope School to ten months and two days (10.1) beginning on June 22, 2004. These employees will work in their regular classrooms during extended year instruction. Hours will be dependent upon the program hours of "Extended Year" programs at Hope School. Non-Student days (during "Extended Year") will be non-work days for employees, but employees will be paid for the July 4th holiday each year.


This agreement is dated: June 13, 2011

For the District:

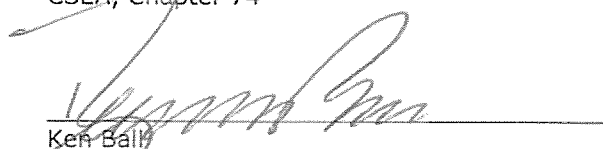


 Russell Lee-Sung
 Assistant Superintendent
 Human Resources

For California School Employees Association (CSEA):



 Sharon Yager
 President
 CSEA, Chapter 74



 Ken Ball
 CSEA
 LRR

MEMORANDUM OF UNDERSTANDING

Between the

Anaheim Union High School District (AUHSD)

And the

California School Employees Association (CSEA)

Special Education Instructional Assistants

The California School Employees Association (CSEA) and the Anaheim Union High School District (AUHSD) jointly agree to the following changes in the hours and selection of special education instructional assistants. These changes will be a phase-in process over a five-year period.

The intent of this memorandum of understanding is to re-structure the staffing for special education instructional assistants to better meet the needs of the students and instructional staff, and to maintain an experienced and stable team of qualified instructional assistants.

Special education instructional assistants fall into three (3) categories: Instructional Assistant, Special Education (SE), Instructional Assistant, Special Education, Bilingual (SE-BIL), Instructional Assistant, Special Education, Severely Handicapped (SH)

The following changes will conceivably occur within a five-year period and through attrition.

1. Work Hours

1.1 Instructional Assistant, Special Education (SE) and Instructional Assistant, Special Education/Bilingual (SE-BIL), will have 5.75 hours.

1.2 Instructional Assistant, Severely Handicapped (SH) will have six (6) or more hours.

2. Staffing Guidelines

2.1 One (1) 5.75 hour Instructional Assistant, Special Education (SE) or Special Education Bilingual (SE-BIL) per each full time teacher, teaching with a mild/moderate credential, working in a classroom setting with students.

2.2 One (1) six (6) or more hour Instructional Assistant, Severely Handicapped (SH) per each full time teacher, teaching with a moderate/severe credential working with severely handicapped or emotionally disturbed students in a classroom setting. Additional Instructional Assistant, Severely Handicapped (SH) positions will be added to address unique circumstances and instructional needs at individual school sites. The Director of Special Youth Services will determine, jointly with school staff and support staff, the need for additional instructional assistants.

- 2.3 One-on-one assistants can be either Instructional Assistant, Special Education (SE) or Instructional Assistant, Special Education, Bilingual (SE-BIL), or Instructional Assistant, Severely Handicapped (SH) depending on the unique circumstances and instructional needs of the student requiring support. The Director of Special Youth Services will determine, jointly with school staff and support staff, the classification needed for one-on-one assistants.
- 2.4 Responsibilities requiring additional hours, such as bus assistants, will be assigned to Instructional Assistant, Severely Handicapped (SH) employees.
- 2.5 When determining which classification of instructional assistant is required for an assignment, it is understood that the appropriate classification is determined according to the duties that will be performed by that employee, and the alignment of said duties to the appropriate classification.

3. Vacancies

- 3.1 Instructional Assistant, Severely Handicapped (SH) & Instructional Assistant, Severely Handicapped, Bilingual (SH) positions will be posted and filled as a transfer and promotional opening. This allows interested Instructional Assistants (SE) to apply, test, and interview for the six (6) hour or higher positions with benefits. In the event that there are not a minimum of five (5) qualified candidates, the district may open the position to outside applicants.
- 3.2 Qualified individuals desiring to transfer into an Instructional Assistant (SH) position may request a transfer and will be interviewed.
- 3.3 Qualified individuals desiring to transfer into an Instructional Assistant, Special Education (SE) or Instructional Assistant, Special Education/Bilingual (SE-BIL) position may request a transfer and will be interviewed.
- 3.4 Only NCLB compliant employees and applicants may apply or request a transfer to a position with increased hours and/or benefits.
- 3.5 As instructional assistants vacate positions less than 5.75 or 6 hours, those positions will be phased out, and if deemed appropriate and necessary, will be replaced according to the new staffing guidelines as stated herein.

4. Grandfathering of Current Employees

- 4.1 All current instructional assistants who have health and welfare benefits shall continue to have health and welfare benefits as long as they continue in a position which, by contract language, is eligible for such benefits. The exception to this are employees who have accepted a temporary increase in hours which sunsets at the close of the 2006-2007 school year.

4.2 All current instructional assistants who are working less than 5.75 or 6 hours and prefer to remain in their current status, will not be penalized or forced to acquire additional hours or to interview for the increased hour positions.

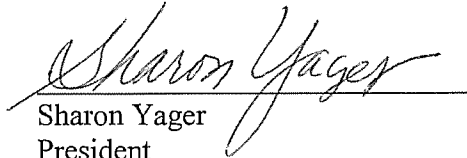
This Memorandum of Understanding shall not be deemed as precedent setting or develop a district practice.

This agreement will sunset on June 30, 2017.

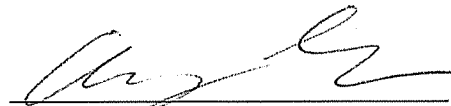
This agreement is dated: December 11, 2014



Russell Lee-Sung
Assistant Superintendent
Human Resources



Sharon Yager
President
CSEA, Chapter 74



Andrew Garofalo
Labor Relations Representative
CSEA

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE ANAHEIM UNION HIGH SCHOOL DISTRICT
AND CSEA, CHAPTER 74
REGARDING
COMPLIANCE WITH "NO CHILD LEFT BEHIND ACT of 2001"

WHEREAS, representatives of the District and CSEA, Chapter 74, met and discussed the compliance issues surrounding the "No Child Left Behind Act of 2001" (hereinafter the "Act"), and California Education Code Section 45330;

AND, WHEREAS, this Memorandum of Understanding is for the purpose of resolving the impacts and effects of the bargaining unit "Title I" Instructional Assistants as a result of the District's requirement to comply with the Act and California Education Code Section 45330;

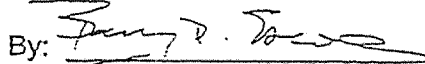
NOW, THEREFORE, the District and CSEA, Chapter 74, agree as follows:

1. Except as provided in paragraph #2 below, the parties agree that all Instructional Assistants (those employees directly involved in the instruction of students, regardless of their funding source) will be administered an assessment/test designed to meet the guidelines of the Act. The parties further agree that Instructional Assistants hired after January 8, 2002, have already met the requirements of the Act through procedures already in place in the district.
2. The parties agree that employees hired prior to January 8, 2002, who can demonstrate that they have attained an AA degree or higher, or who can demonstrate successful completion of at least 48 semester units of coursework at an institution of higher education shall be deemed qualified and will not be required to take the assessment/test.
3. The parties agree that this process is in the best interest of the employees and will ensure equity and transferability, as well as continue to foster the high esteem with which our classified employees are held.
4. The parties agree that the assessment/test being used meets the "rigorous" requirements of the Act and that the passing grade level of 13.0 for each section has been appropriately established.
5. The parties agree that the assessment/test shall be offered at no cost to the unit member. The parties further agree that unit members shall be entitled to retake any or all of the assessment/test as necessary every 90 days to receive a qualifying score at a time scheduled by the District.
6. The parties agree that unit members hired prior to January 8, 2002, will take the assessment/test on a voluntary basis.
7. The parties agree that the District shall have the option of providing training for employees to assist in receiving a passing grade and said training will be offered and taken during duty, non-duty, paid or non-paid time, dependent upon scheduling.

8. The parties agree that unit members who are affected by Title I funding and who do not pass the assessment/test before June 30, 2006, will have the opportunity to administratively transfer to a non-Title I position of equal classification, wages hours, and benefits. Open positions for these employees may be created by the transfer of other Act qualified employees to Title I-funded positions.
9. If any provision of this Memorandum of Understanding is held to be unlawful, the entire Memorandum of Understanding shall be null and void.
10. This memorandum of Understanding shall not obligate the District to enter into any other Memorandum of Understanding on between the district and CSEA, Chapter 74.

Date: 1/28/04

Anaheim Union High School District

By: 
Barry D. Escoe, Ed.D.
Assistant Superintendent, Human Resources

Date: 1/28/04

California School Employees' Association, Chapter 74

By: 
Jackie Brock, President

MEMORANDUM OF UNDERSTANDING

Between the

Anaheim Union High School District (AUHSD)

and the

California School Employees Association (CSEA) and its Chapter 74

2014 Health and Welfare

The Anaheim Union High School District (AUHSD) and California School Employees Association (CSEA) and its Chapter 74 agree to the following regarding health and welfare:

Medical Insurance

Beginning with the 2014 calendar year the District's contribution to the blended super composite rate shall be increased from \$13,189 to \$13,493.

There shall be no change to the medical plans for the PPO and HMO except those changes that are mandated by the Federal Affordable Care Act which take effect on or after January 1, 2014.

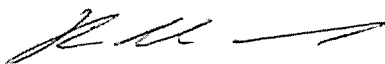
Article 2.1.2 Life and AD & D, Article 2.1.3 Dental, Article 2.1.4 – Vision Care Insurance

The plan benefits for Life and Accidental Death/Dismemberment Insurance, Dental and Vision Care Insurance will continue with no change to the benefit plan.

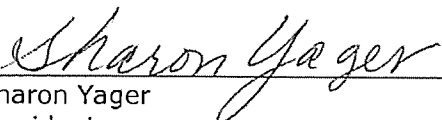
This MOU agreement has no effect on any other language contained in Article 2 Health and Welfare and the MOU – Health and Welfare – Cost Containment dated May 10, 2012.

If an agreement is reached with any other collective bargaining group on health and welfare that contains a greater benefit than the current plan or a higher maximum district contribution, the District or CSEA may request to re-open negotiations on health and welfare for 2014.

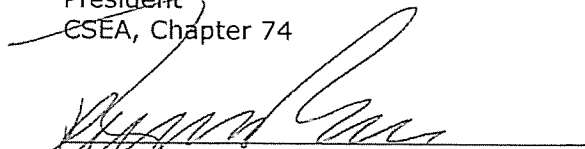
This agreement is dated: November 7, 2013



Russell Lee-Sung
Assistant Superintendent
Human Resources



Sharon Yager
President
CSEA, Chapter 74



Ken Ball
Labor Relations Representative
CSEA

MEMORANDUM OF UNDERSTANDING

Between the

Anaheim Union High School District (AUHSD)

and the

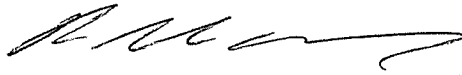
California School Employees Association (CSEA) and its Chapter 74

Early Retirement Incentive

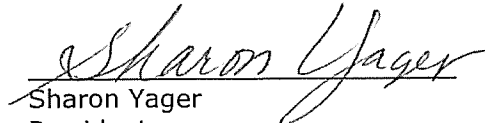
The California School Employees Association (Association) and the Anaheim Union High School District (District) agree that the District will offer an Early Retirement Incentive during the 2014-15 school year.

It is understood that this offer is contingent upon a sufficient number of participants District wide retiring to make the implementation financially feasible for the District.

This agreement is dated: December 11, 2014



Russell Lee-Sung
Assistant Superintendent
Human Resources



Sharon Yager
President
CSEA, Chapter 74



Andrew Garofalo
Labor Relations Representative
CSEA

MEMORANDUM OF UNDERSTANDING

Between the

Anaheim Union High School District (AUHSD)

and the

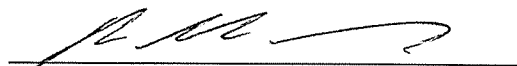
California School Employees Association (CSEA) and its Chapter 74

Bilingual Status

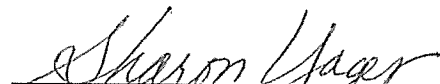
This memorandum of understanding stipulates an agreement between the Anaheim Union High School District (District) and the California School Employees Association (CSEA) to develop an understanding and specific guidelines regarding bilingual status and compensation. CSEA and the District will address when a bilingual stipend or classification should be assigned as well as a complete and specific definition of the requirements, responsibilities, job duties, assigned tasks, replacement and/or removal of bilingual status as it relates in scope to which a mandatory meet and confer must take place.

CSEA and the District shall meet, study and develop a specific plan of action on or before May 1, 2015. The plan will be a subject of negotiations for 2015-16.

This MOU is dated: December 11, 2014



Russell Lee-Sung
Assistant Superintendent
Human Resources



Sharon Yager
President
CSEA, Chapter 74



Andrew Garofalo
Labor Relations Representative
CSEA

MEMORANDUM OF UNDERSTANDING**Between the****Anaheim Union High School District (AUHSD)****and the****California School Employees Association (CSEA) and its Chapter 74****Health and Welfare Program Change for 2016**

The Anaheim Union High School District (AUHSD) and the California School Employees Association (CSEA) agree to the following changes in health and welfare program that were recommended by the Insurance Committee on October 6, 2015. Changes are effective on January 1, 2016:

Medical InsurancePPO

- Co-pay for non-preferred formulary prescription drugs will change from \$40 to \$50.
- Prior Authorization (PA) will be required for certain non-preferred prescription drugs effective January 1, 2016, for new users under the Express Scripts Advantage PA and Limited PA programs. Current users of these drugs (prior to January 1, 2016) will not be subject to the PA program.

HMO

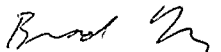
- Co-pay for non-preferred formulary prescription drugs will change from \$40 to \$50.

The current maximum District's contribution to the blended super composite rate is \$14,101. For calendar year 2016, the maximum District contribution to the blended super composite rate will be \$14,745.

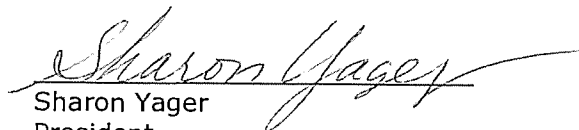
This MOU has no effect on any other portion of the District's benefit plan.

If an agreement is reached with any other collective bargaining group on health and welfare that contains a greater benefit than the current plan or a higher maximum district contribution, the District or CSEA may request, and the other party will agree, to re-open negotiations on health and welfare for 2016.

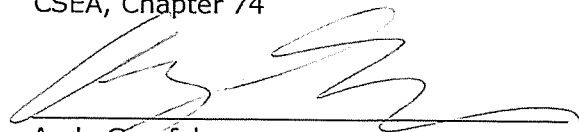
This MOU is dated: December 10, 2015



Brad Jackson
Interim Assistant Superintendent
Human Resources



Sharon Yager
President
CSEA, Chapter 74



Andy Garofalo
Labor Relations Representative
CSEA

MEMORANDUM OF UNDERSTANDING

Between the

Anaheim Union High School District

And the

California School Employees Association (CSEA)

CSEA/AUHSD Effects of Layoffs for 2016/2017 School Year

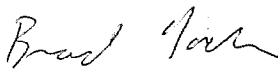
This agreement applies to employees who were affected by the layoffs for the 2017/2018 school year.

1. **Workload** - The District and CSEA agree that employees who perform work that was previously performed by an employee whose position has been eliminated, which is within the same classification or promotable family group, shall not be required to work beyond their established work day or be disciplined or negatively evaluated due to workload. CSEA members will not be required to perform work outside their classification. The District agrees volunteers, outside agencies or subcontractors will not be used to perform the work of laid-off employees.
2. **School Site Secretaries/Program Support Secretaries** - CSEA employees under these classifications that have been laid off or bumped due to seniority shall be considered as one classification upon open positions, when reinstatement from lay-offs, become available.
3. **Provisional/Limited Term Positions** - The District agrees that wait members who have been laid-off shall have first opportunity to fill provisional/limited term positions in any classification that the minimum qualifications of the position are met. District agrees to rescind the position of office assistant located at Hope School. CSEA and the District agree that the position of school support secretary at Katella High School will relocate work area to the area of the office assistant location at the entrance of the school to assist with helping students, parents, and others needing assistance.

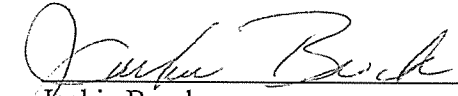
This agreement is dated: May 24, 2017

For the District:

For the California School Employees
Association (CSEA):



Brad Jackson
Assistant Superintendent
Human Resources



Jackie Brock
President
CSEA, Chapter 74

Memorandum of Understanding between the CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION and its ANAHEIM UNION HIGH CHAPTER NO. 74 and the ANAHEIM UNION HIGH SCHOOL DISTRICT Regarding Position Additions, Restorations, and Augmentations November 13, 2018

The California School Employees Association ("CSEA") and its Anaheim High Chapter No. 74 and the Anaheim Union High School District ("District") agree to add, restore, or augment the following classified positions for the 2018-19 school year:

- 1) Ten (10) 8 hour, 10 month, Office Assistant positions—one each to be assigned to the following schools: (1) Anaheim High School, (2) Katella High School, (3) Loara High School, (4) Magnolia High School, (5) Savanna High School, (6) Ball Junior High School, (7) Brookhurst Junior High School, (8) Dale Junior High School, (9) South Junior High School, and (10) Sycamore Junior High School;
2) Two (2) 8 hour, 10 month, Secretary-Attendance Bilingual positions assigned to Sycamore Junior High School and South Junior High School and one (1) additional 8 hour, 10 month, Secretary-Attendance position assigned to Brookhurst Junior High School;
3) Increase of Months of Service to the entire Registrar/Records Clerk Classification and one (1) School Support Secretary at Hope School from 11 months to 11.5 Months;
4) Additional classified position additions, restorations, or increases in hours and/or months of service equivalent in cost to three (3) 8 hour, 10 month positions on range 43 of CSEA's Classified Salary Schedule determined by the District to best meet operational needs. In determining these positions, the District shall prioritize restoring, increasing hours, and/or increasing months of service of classified positions previously reduced in number, hours, or months of service or where a bargaining unit member currently resides on the 39 month rehire list.

CSEA and the District agree that the positions added, restored, or augmented above will be reviewed for continuing needs no earlier than three (3) years from the effective date of this Memorandum of Understanding ("MOU"). Should the District experience circumstances during this three year period which warrant the potential layoff of positions within CSEA's bargaining unit, CSEA may request, and the District will agree, to reopen negotiations of this MOU.

This Agreement is subject to CSEA 610 policy requirements and adoption by the Anaheim Union High School District.

AGREED:

ANAHEIM UNION HIGH SCHOOL DISTRICT

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

Brad Jackson
Assistant Superintendent, Human Resources
Anaheim Union High School District

Jacqueline Brock
President, Anaheim High Chapter #74
California School Employees Association

11-16-18
Date

11-16-18
Date

Jason Geanakopoulos
Labor Relations Representative
California School Employees Association
Date 11/16/18

Memorandum of Understanding between the CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION and its ANAHEIM UNION HIGH CHAPTER NO. 74 and the ANAHEIM UNION HIGH SCHOOL DISTRICT Regarding GPS/Zonar Tracking Devices and Video Cameras on District Property and Vehicles April 19, 2019

The California School Employees Association ("CSEA") and its Anaheim High Chapter No. 74 and the Anaheim Union High School District ("District") agree to the following Memorandum of Understanding (MOU) regarding GPS/Zonar tracking devices and/or video cameras/devices:

Evidence produced by the District which does not abide by the following guidelines shall not be used against an employee in a subsequent discipline or discharge hearing.

- (1) Data from GPS/Zonar tracking devices and/or videotape, video data, and digital media files produced by video cameras or other monitoring devices controlled, possessed, or accessed by the District in any way may not be used against an employee in a subsequent discipline or discharge hearing unless a complete and full copy of the data or media (at the highest available quality and/or resolution possessed and/or viewed by the District) is provided to the employee and to her or his CSEA representatives (CSEA Chapter President and Labor Relations Representative), if so engaged.
(2) The parties agree that simply/only providing a summary of the data from the GPS/Zonar and/or partial selections or clips from videotape, video data, or digital media files capturing or providing context to an incident or activity that could potentially result, or actually results, in disciplinary action or proceedings being initiated by the District is not in any way in conformance with this MOU.
(3) The parties agree that the GPS/Zonar tracking devices may be used to corroborate the time of incidents or activity that could potentially result, or actually results, in disciplinary action or proceedings being initiated by the District.

This Memorandum of Understanding shall be fully enforceable through the grievance procedure embodied in the current Collective Bargaining Agreement between CSEA and the District.

This Agreement is subject to the CSEA 610 policy and adoption by the Anaheim Union High School District Board of Trustees.

AGREED:

ANAHEIM UNION HIGH SCHOOL DISTRICT

Brad Jackson, Assistant Superintendent, Human Resources Anaheim Union High School District

4/24/19 Date

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

Sharon Yager, President, Anaheim High Chapter No. 74 California School Employees Association

4/24/19 Date

Jason Geanakopoulos, Labor Relations Representative California School Employees Association

4/24/19 Date

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
AND THE
ANAHEIM UNION HIGH SCHOOL DISTRICT

MEMORANDUM OF UNDERSTANDING

School Secretary Assignments

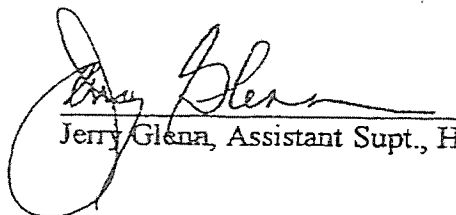
The California School Employees Association (Association) and the Anaheim Union High School District (District) agree to combine the Secretary Clerk and Attendance Clerk classifications. In response to concerns raised by the incumbents this agreement is to clarify how "In-Service Status and Transactions" (Personnel Commission Rules, Chapter 60) will be handled.

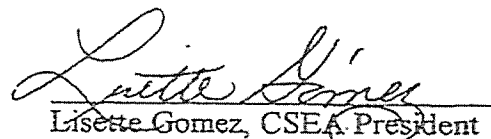
- The Classified Personnel Office will post vacancies specifying the office and the job assignment.
- Vacancies will be filled according to Personnel Commission rules as enumerated in Chapters 50 and 60 of the Classified Personnel Policies Handbook.
- The Administrator/Supervisor or the employee may request a voluntary transfer to another assignment within the same class and at the same site. A voluntary transfer, if approved will be permitted without opening the vacancy for transfer, if there will be no change in work year for the employee.
- Work year is specifically related to assignment, and the needs of the district and site.
- The District will meet with CSEA to discuss any involuntary transfers within this classification.
- Employees will be encouraged to meet with their immediate supervisor for clarification of duties assigned to their desk.
- The District and CSEA will work together to develop job/assignment specific training opportunities for employees in this classification.

Date: June 27, 2001

For the District

For the Association


Jerry Glenna, Assistant Supt., Human Resources


Lissette Gomez, CSEA President

MEMORANDUM OF UNDERSTANDING

Between the

Anaheim Union High School District

And the

California School Employees Association

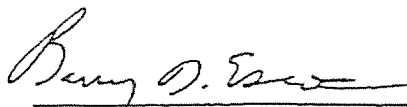
This Memorandum of Understanding stipulates an agreement between Anaheim Union High School District (District) and the California School Employees Association (CSEA) to explore development of a career ladder program for paraeducators.

A committee of two representatives each from District Management, CSEA and the Personnel Commission will be formed to explore options. The Career Ladder Committee will begin meeting prior to April 1, 2003. Recommendations are to be presented to the Negotiations Team sometime following State budget allocation decisions for the 2002-03 and 2003-04 school years, and prior to full District implementation of the provisions required by the US Department of Education under the No Child Left Behind Act of 2002 (NCLB).

This agreement is dated February 18, 2003

For the District:

For CSEA:



Barry D. Escoe, Ph.D.
Assistant Superintendent, Human Resources



Jackie Brock
President

MEMORANDUM OF UNDERSTANDING

Between the

Anaheim Union High School District (AUHSD)

And the

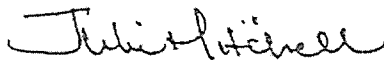
California School Employees Association (CSEA)

This agreement stipulates acceptance of the Insurance Committee recommendation to the following as it pertains to the prescription drug program under the self-funded PPO Medical and HMO prescription drug plan for active and retired employees.

- Effective January 1, 2007 the Pharmacy Benefit Manager (PBM) will change from Caremark to NMHC (National Medical Health Card Systems, Inc.).
- The administrative fees are guaranteed to October 1, 2009 and renewable each year thereafter.
- This change in PBM will have no effect on the pharmacy program design or benefits to plan participants.
- Services to be performed by NMHC include but are not limited to:
 - Administration of AUHSD's pharmacy program on a fully transparent/pass-through basis
 - Clinical account management, advice, analysis, and cost modeling
 - Assistance with Medicare Part D filings for government subsidy/Group Waiver Credit

For:

ANAHEIM UNION HIGH SCHOOL DISTRICT

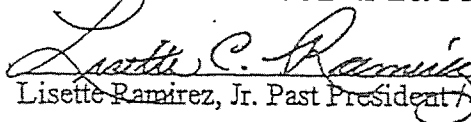


Julie Mitchell, Assistant Superintendent

10/5/06

Date

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION



Lisette Ramirez, Jr. Past President / Acting President

10/5/06

Date

MEMORANDUM OF UNDERSTANDING

Between the

Anaheim Union High School District

And the

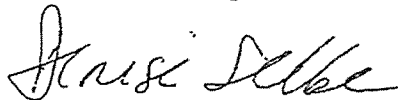
California School Employees Association

This Memorandum of Understanding stipulates an agreement between Anaheim Union High School District (District) and the California School Employees Association (CSEA). The District and CSEA agree to the following items related to the 2007-2008 Reduction in Force/Layoffs for the following school year 2008-2009.

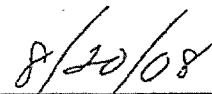
1. It is not the intention of the District to assign work performed by unit members laid off to other job classifications not subject to lay off, or to District volunteers. The District may need to re-distribute work in given job classifications and job descriptions.
2. Those employees laid off have first opportunity to fill provisional positions and limited term positions in any classification, as long as the laid off employee can perform the basic functions of the position opening.
3. Pursuant to the express provisions of the California Education Code Section 45103.1, the District shall not subcontract the work of unit members displaced by the district.

For:

Anaheim Union High School District

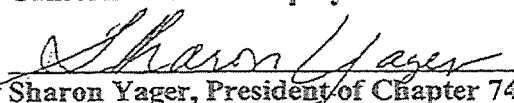


Denise Selbe, Assistant Superintendent,
Human Resources



Date

California School Employees Association (CSEA)



Sharon Yager, President of Chapter 74



Date

MEMORANDUM OF UNDERSTANDING

Between the

Anaheim Union High School District (AUHSD)

and the

California School Employees Association (CSEA)


Health and Welfare Program Change

The Anaheim Union High School District (AUHSD) and the California School Employees Association (CSEA) Chapter 74 agree that as of January 1, 2010, the district's self-insured preferred provider plan shall be amended on a trial basis to include a formulary prescription plan through InformedRX. This plan will include a \$5 co-payment for generics, \$15 co-payment for formulary brand name prescriptions, and \$40 co-payment for non-formulary brands. The details of the plan, including contingency therapy and step therapy, shall be exactly the same as that recommended by the district insurance committee on Monday, October 26, 2009.

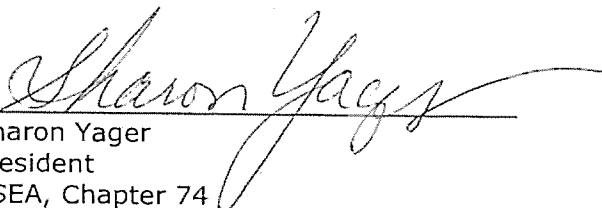
AUHSD and CSEA further agree that this trial will end on December 31, 2010, if CSEA notifies the AUHSD superintendent or assistant superintendent, human resources by 5:00 p.m. on November 15, 2010, that it wishes this trial formulary plan to end. If CSEA so notifies the district, this formulary plan shall end completely by the end of the day on December 31, 2010. AUHSD and CSEA agree that at that point there will be no formulary plan for CSEA represented employees in the district's self-insured preferred provider plan, there will be no step therapy, and there will be no contingency therapy, and that this prescription plan will revert back to \$5 for generics and \$15 for all other brand names.

This agreement shall be considered non-precedence setting and in no way relinquishes the right of either party to negotiate in the area of Health and Welfare.

This agreement is dated: 12/11/09



Russell Lee-Sung
Assistant Superintendent
Human Resources



Sharon Yager
President
CSEA, Chapter 74



TENTATIVE AGREEMENT PENDING RATIFICATION
MEMORANDUM OF UNDERSTANDING

Between the

Anaheim Union High School District (AUHSD)
And the
California School Employees Association (CSEA)
Chapter #74

CSEA proposes no furlough days for fiscal year 2009-2010. Effective upon ratification up to the period including June 30, 2011, classified bargaining unit members shall take a total of seven (7) furlough days for the fiscal year beginning July 1, 2010 and ending June 30, 2011.

Effective July 1, 2011, all furlough days shall cease and unit members shall be restored to the members days worked and full pay prior to imposing of furlough days.

There shall be no reduction in sick leave, vacation leave or holidays currently provided to unit members during the fiscal year of 2010-2011 as a result of the furlough days.

The specific furlough dates shall be negotiated with the district.

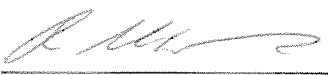
The district shall not initiate any layoff action or reduction in assignment action impacting members of the classified bargaining unit for the period of time furlough days are in effect up to and including June 30, 2011. The only exceptions would be based upon site closure, program eliminations or reductions, categorical funded positions, and prior MOU agreement dated August 20, 2009.

The District may reopen negotiations for 2010-2011, if any changes negatively impact the District's federal and/or state revenue funding levels, including but not limited to the District's base revenue limit of \$5729.59, categorical funding and applicable categorical flexibility provisions in the state budget act, deficit factor, state apportionment deferrals, and/or state mandates.


CSEA may reopen negotiations for 2010-2011 to reduce the furlough days, if any changes which positively impact the District's federal and/or state revenue funding levels, including but not limited to the District's base revenue limit, categorical funding and applicable categorical flexibility provisions in the state budget act, deficit factor, state apportionment deferrals, and/or state mandates.

This is a one-year agreement that does not modify any other article in the existing contract and does not set precedent for any future negotiations.

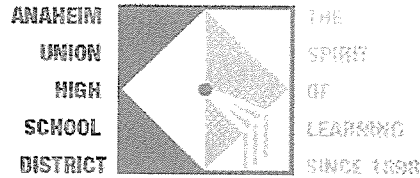
This agreement will sunset on June 30, 2011.



Russell Lee-Sung Date
AUHSD Asst. Superintendent H.R.



Sharon Yager Date
CSEA President, Chapter 74



MEMORANDUM OF UNDERSTANDING
BETWEEN
ANAHEIM UNION HIGH SCHOOL DISTRICT (AUHSD)
AND
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION (CSEA)


FURLOUGH DAYS ADJUSTMENT FOR 2010-11

CSEA and the District agree to the discontinuance of two (2) furlough days for the 2010-2011 school year. The days scheduled to be reinstated shall be March 14, 2011 and April 22, 2011, effective upon ratification of the parties.

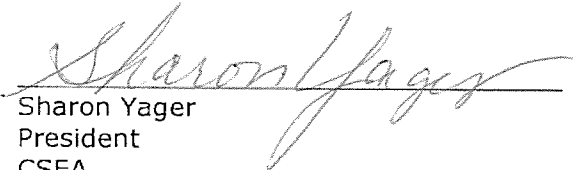
As previously agreed to, the District shall not initiate any layoff action or reduction in assignment action impacting members of the classified bargaining unit from the period of ratification up to and including June 30, 2011 and only for the 2010-11 school year.

This agreement is dated: January 20, 2011

This agreement shall sunset on June 30, 2011



Russell Lee-Sung
Assistant Superintendent
Human Resources



Sharon Yager
President
CSEA

MEMORANDUM OF UNDERSTANDING

between the

Anaheim Union High School District

and the

California School Employees Association

This Memorandum of Understanding stipulates an agreement between Anaheim Union High School District (District) and the California School Employees Association (CSEA) related to Instructional Assistant staffing to cover bus assignments and extended year instruction at Hope School.

Bus Supervision Assignment

The District agrees to increase the hours of the ten (10) most senior Instructional Assistant – Severely Handicapped personnel at Hope School to eight (8) hours per day, during the regular school year, beginning July 1, 2004. During extended year instruction beginning June 22, 2004, these employees will be “blue sheeted” to work one (1) hour before and one (1) hour after the school day. These employees will work in the classrooms and on the bus with students requiring additional assistance.

If due to enrollment, or routing fluctuations, additional slots are necessary to cover bus supervision, the ~~supervisor~~ principal will select employees to cover the additional assignments by seniority only as needed on a temporary (twenty one (21) days or less) basis only. Any assignment twenty two (22) days or more would be filled as a temporary position for the duration of the current school year.

This agreement will invalidate the “Bus Aide” Memorandum of Understanding dated May 6, 2002, providing a procedure of bidding for bus aide assignments, and make the additional hours permanent. Selection of employees to fill these assignments for initial placement will be by seniority. This is not intended to be precedent setting for any other selection processes in the future. Upon employee separation or transfer all other appointments will be made IN ACCORDANCE TO MERIT RULES.

All employees assigned to assist on the buses, and all eligible substitutes **MUST NOT HAVE RESTRICTED WORK DUTIES LIMITED THEIR ABILITIES TO ASSIST. ALL WILL BE** provided with training on care of the medically fragile by the School Nurse, with brush up training as needed. All employees assigned to assist on the buses, as well as all eligible substitutes will be provided with training by Transportation on the proper loading and unloading of students. These specially trained employees will share responsibility for loading the students on and assisting them off of the busses each day.

Extended Year Assignment

The District agrees to increase the work year of all Instructional Assistant – Severely Handicapped positions at Hope School to ten months and two days (10.10) beginning on June 22, 2004. These employees will work in their regular classrooms during extended year instruction. Hours will be dependent upon the program hours of “Extended Year” programs at Hope School. Non-Student days (during “Extended Year”) will be non-work days for employees, but employees will be paid for the July 4 holiday each year.

This agreement is dated: 1/28/04

Barry D. Escoe 1/28/04
Barry D. Escoe, EdD.
Assistant Superintendent, Human Resources

Jackie Brock
Jackie Brock, CSEA President

MEMORANDUM OF UNDERSTANDING

Between the

Anaheim Union High School District (AUHSD)

And the

California School Employees Association (CSEA)


Personal Necessity Leaves of Absences

Due to the current fiscal financial crisis, the California School Employees Association (CSEA) and the Anaheim Union High School District (AUHSD) agree that the two (2) personal necessity days that do not come off sick leave, as stated in Article 12.7.5, will be suspended for the period of two (2) school years (2010-2011 and 2011-2012).

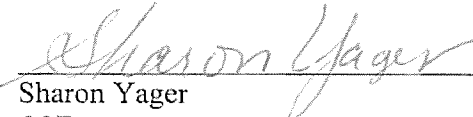
This is a two-year agreement that does not modify any other article in the existing contract, and it does not set precedent for any future negotiations. Starting with the 2012-2013 school year, the two personal necessity days will be reinstated.

This agreement will sunset on June 30, 2012.

This agreement is dated: 12/11/09



Russell Lee-Sung
AUHSD
Assistant Superintendent, Human Resources



Sharon Yager
CSEA
President, Chapter 74

MEMORANDUM OF UNDERSTANDING

Between the

Anaheim Union High School District (AUHSD)

And the

California School Employees Association (CSEA)

WAGES AND ITEMS RELATED TO WAGES

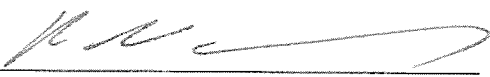
Effective July 1, 2009, the 2009-10 classified (CSEA Bargaining Unit) Salary Schedule, shall remain the same as the 2008-2009 Salary Schedule, and is hereby incorporated into this Agreement as Appendix A.

If the District determines that between March 1, 2010 and March 15, 2010, that it will file a 2nd Interim Report with a "qualified certification", the District may request and CSEA will agree to re-open negotiations for salary for the 2009-2010 school year.

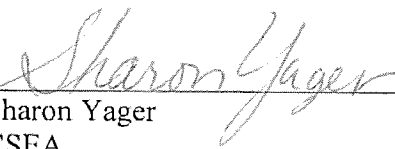
This is a one-year agreement that does not modify any other article in the existing contract and does not set precedent for any future negotiations.

This agreement will sunset on June 30, 2010.

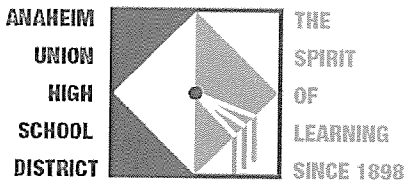
This agreement is dated: 12/11/09



Russell Lee-Sung
AUHSD
Assistant Superintendent, Human Resources



Sharon Yager
CSEA
President, Chapter 74



MEMORANDUM OF UNDERSTANDING

Between the

Anaheim Union High School District (AUHSD)

And the

California School Employees Association (CSEA)

SALARY SCHEDULE

The salary schedule for the 2011-12 fiscal year shall be the schedule in effect in 2009-10 and incorporated into CSEA Appendix A-1.

The District and CSEA agree there will be no furlough days for fiscal year 2011-12 if the 2011-12 Base Revenue Limit remains at \$5988 which is the current BRL/ADA for 2010-11.

If the 2011-12 BRL/ADA falls below \$5939, furlough days will be imposed as follows:

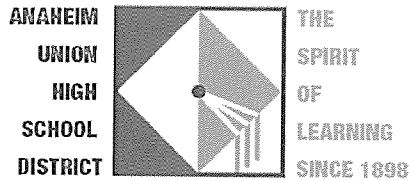
BRL/ADA between \$5988 and \$5939	no furlough days
BRL/ADA between \$5938 and \$5907	one (1) furlough day
BRL/ADA between \$5906 and \$5875	two (2) furlough days
BRL/ADA between \$5874 and \$5843	three (3) furlough days
BRL/ADA between \$5842 and \$5811	four (4) furlough days
BRL/ADA less than \$5810 and \$5779	five (5) furlough days
BRL/ADA lower than \$5779	six (6) furlough days

Any furlough days imposed would be mutually agreed between the parties.

In the event the BRL/ADA increases above \$5988 due to increases in state or federal funding, the District agrees to re-open negotiations for the 2011-12 fiscal year.

The District shall not initiate any layoff action or reduction in assignment action impacting members of the classified bargaining unit for the period July 1, 2011 through June 30, 2012. The only exception would be based upon site closure, program eliminations or reduction, categorical funded positions and the positions the Board imposed as follows:

- Health Technician II – Hope
- Secretary Records/Registrar – Hope
- Senior Administrative Assistant – Ed. Division
- Campus Safety Aide – Adult
- Computer Lab Assistant – Gilbert
- Instructional Assistant Math – Brookhurst



- Instructional Assistant Math – Dale
- Office Assistant – Bilingual – Adult
- Office Assistant – Bilingual – PMP
- School Community Liaison Bilingual – MV (10-month position)
- School Community Liaison Bilingual – MV (9-month position)
- Secretary Attendance – Bilingual – Adult
- Secretary – Records/Registrar – Adult
- Senior Administrative Assistant – Adult
- Secretary – Records/Registrar (position reduced from 11.5m to 11m)
- Secretary – Records/Registrar Bilingual (position reduced from 11.5m to 11m)

There shall be no reduction in sick leave, vacation leave or holidays currently provided to unit members during the fiscal year 2011-12 as a result of any furlough days imposed as the aforementioned schedule would dictate.

In addition, the District and CSEA agree to reopen negotiations in the event the 2011-12 state budget has not passed by October 15, 2011 or the 2011-12 state budget has passed with mid-year cuts.

This shall be a one-year agreement that does not modify any other article in the existing contract and does not set precedent for any future negotiations.

This agreement sunsets June 30, 2012.

This agreement is dated: June 13, 2011

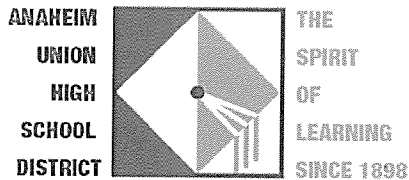
For the District:

For California School Employees Association
(CSEA):

Russell Lee-Sung
Assistant Superintendent
Human Resources

Sharon Yager
CSEA, Chapter 74
President

Ken Ball
CSEA
LRR



MEMORANDUM OF UNDERSTANDING

Between the

Anaheim Union High School District (AUHSD)

And the

California School Employees Association (CSEA)

Personal Necessity Leaves of Absences


Due to the current fiscal financial crisis, the California School Employees Association (CSEA) and the Anaheim Union High School District (AUHSD) agree that the two (2) personal necessity days that are not charged to the employee's accumulated sick leave, as stated in Article 12.7.5, will be suspended for the 2011-12 school year (as previously agreed) and the 2012-13 school year. Starting with the 2013-14 school year, the two personal necessity days will be reinstated.

Additionally, for the 2011-12 and 2012-13 school years, Article 12.7.1 is amended to allow unit members to use up to ten (10) personal necessity days instead of seven (7) per school year.


This is a two-year agreement that does not modify any other article in the existing contract, and it does not set precedent for any future negotiations.

This agreement will sunset on June 30, 2013.

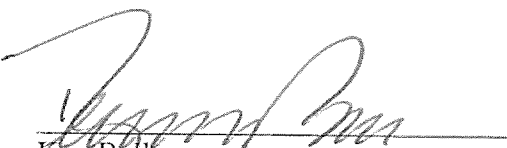
This agreement is dated: June 13, 2011



Russell Lee-Sung
AUHSD
Assistant Superintendent, Human Resources



Sharon Yager
CSEA
President, Chapter 74



Ken Ball
CSEA
LRR

MEMORANDUM OF UNDERSTANDING

Between the

Anaheim Union High School District (AUHSD)

and the

California School Employees Association (CSEA)

Health and Welfare Program Change

The Anaheim Union High School District (AUHSD) and the California School Employees Association (CSEA) Chapter 74 agree that as of January 1, 2010, the district's self-insured preferred provider plan was amended on a trial basis to include a formulary prescription plan through InformedRX. This plan includes a \$5 co-payment for generics, \$15 co-payment for formulary brand name prescriptions, and \$40 co-payment for non-formulary brands. The details of the plan, including contingency therapy and step therapy, are exactly the same as was recommended by the district insurance committee on Monday, October 26, 2009.

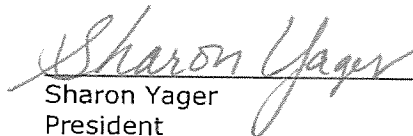
AUHSD and CSEA further agree that this trial will end on December 31, 2011, if CSEA notifies the AUHSD superintendent or assistant superintendent, human resources by 5:00 p.m. on November 15, 2011, that it wishes this trial formulary plan to end. If CSEA so notifies the district, this formulary plan shall end completely by the end of the day on December 31, 2011. AUHSD and CSEA agree that at that point there will be no formulary plan for CSEA represented employees in the district's self-insured preferred provider plan, there will be no step therapy, and there will be no contingency therapy, and that this prescription plan will revert back to \$5 for generics and \$15 for all other brand name drugs.

This agreement shall be considered non-precedence setting and in no way relinquishes the right of either party to negotiate in the area of Health and Welfare.

This agreement is dated: November 4, 2010



Russell Lee-Sung
Assistant Superintendent
Human Resources



Sharon Yager
President
CSEA, Chapter 74

MEMORANDUM OF UNDERSTANDING

Between the

Anaheim Union High School District (AUHSD)

And the

California School Employees Association (CSEA)

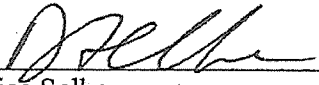
With this Memorandum of Understanding, The California School Employee Association (CSEA) and the Anaheim Union High School District (AUHSD) agree to modify the HMO health insurance benefit plan for employees as follows:

As it pertains to the HMO plan design changes: Office Visit co-payment and Emergency Room co-payment, Option 5. Increasing the office visit co-payment from \$5.00 to \$15.00 and the Emergency Room co-payment from \$50.00 to \$100.00.

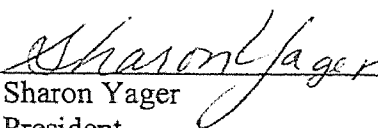
This agreement has no effect on any other portion of the District's benefit plan.

This agreement is dated: September 9, 2008

For the District:


Denise Selbe
Asst. Superintendent
Human Resources

For CSEA:


Sharon Yager
President
CSEA, Chapter 74

California School Employees Association
And The
Anaheim Union High School District

Memorandum of Understanding

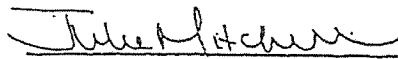
Bilingual Status

This memorandum of understanding stipulates an agreement between the Anaheim Union High School District and the California School Employees Association (CSEA) to develop understanding and specific guidelines regarding bilingual status and compensation. CSEA and the District will address when a bilingual stipend or classification should be assigned as well as a complete and specific definition of the requirements, responsibilities, job duties, assigned tasks, replacement and/or removal of bilingual status as it relates in scope to which a mandatory meet and confer must take place.

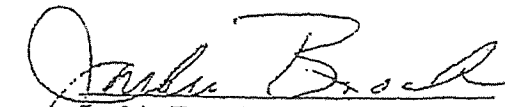
The Association and District shall meet, study and develop a specific plan of action on or before September 30, 2006, which will include incremental steps for implementation.

This agreement dated June 28, 2006

For the District:


Julie Mitchell,
Assistant Superintendent, HR

For CSEA:


Jackie Brock,
CSEA President, Chapter #74

MEMORANDUM OF UNDERSTANDING

Between the

Anaheim Union High School District (AUHSD)

and the

California School Employees Association (CSEA)

Salary Schedule 2012-13

The salary schedule for the 2012-13 fiscal year shall be the schedule in effect in 2011-12 and incorporated into CSEA Appendix A-1.

The District and CSEA agree there will be two (2) furlough days for fiscal year 2012-13 if the 2012-13 deficated BRL remains at \$5925 which is the BRL for 2011-12.

If the approved state budget is reduced below the current deficated BRL/ADA or if the budget is further reduced during the school year due to triggered mid-year reductions, the following will occur in this order to address the budget shortfall.

Furlough Days - Add up to seven (7) additional furlough days within the 2012-2013 fiscal year based upon the formula below:

BRL/ADA between \$5925 and \$5846	Work year remains at work year minus two days.
BRL/ADA between \$5845 and \$5814	Work year reduced by one additional budget-cut day
BRL/ADA between \$5813 and \$5782	Work year reduced by two additional budget-cut days
BRL/ADA between \$5781 and \$5750	Work year reduced by three additional budget-cut days
BRL/ADA between \$5749 and \$5718	Work year reduced by four additional budget-cut days
BRL/ADA between \$5717 and \$5686	Work year reduced by five additional budget-cut days
BRL/ADA between \$5685 and \$5654	Work year reduced by six additional budget-cut days
BRL/ADA between \$5653 or below	Work year reduced by seven additional budget-cut days

Any time after November 7, 2012 the district may request and CSEA will agree to negotiate further reductions if necessary.

The dates of the two furlough days plus any additional furlough days will be mutually agreed upon.

The District shall not implement any layoff action or reduction in assignment action impacting members of the bargaining unit for the period of July 1, 2012 through June 30, 2013. The only exception would be the Board approved layoff of categorical positions enacted on April 19, 2012 and the layoff action on April 27, 2012.

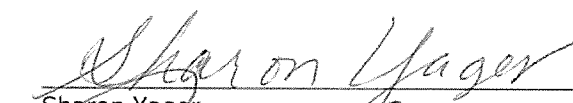
There shall be no reductions in sick leave, vacation leave or holidays for the 2012-2013 school year as a result of the furlough day schedule mentioned above.

This agreement sunsets on June 30, 2013.

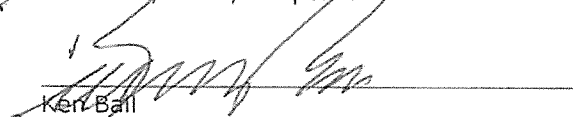
This agreement is dated: May 10, 2012



Russell Lee-Sung
Assistant Superintendent, HR



Sharon Yager
President, CSEA, Chapter 74



Ken Ball
CSEA, LRR

MEMORANDUM OF UNDERSTANDING

Between the

Anaheim Union High School District (AUHSD)

and the

California School Employees Association (CSEA) and its Chapter 74

2013-2014 Salary, Bereavement Leave

The Anaheim Union High School District (AUHSD) and California School Employees Association (CSEA) and its Chapter 74 agree to the following:

Salary 2013-2014

The salary schedule for the 2013-14 fiscal year will remain the same as 2012-13, with no furlough days.


There will be no furlough days for the 2013-14 fiscal year and there will be no layoffs for the 2013-14 school year.

If an agreement is reached with any other collective bargaining group that increases salary for the 2013-14 school year the District will provide the same increase or re-open negotiations.

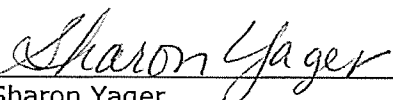
Bereavement Leave

In exceptional circumstances, the superintendent may grant up to two (2) additional days leave. This language will be effective July 1, 2013, and will be moved to the contract Article 12.1 during 2014-15 contract negotiations.

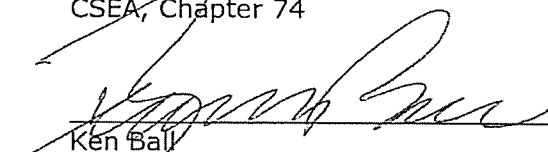
This agreement is dated: November 7, 2013



Russell Lee-Sung
Assistant Superintendent
Human Resources



Sharon Yager
President
CSEA, Chapter 74



Ken Ball
Labor Relations Representative
CSEA

MEMORANDUM OF UNDERSTANDING

Between the

Anaheim Union High School District (AUHSD)

and the

California School Employees Association (CSEA)

Health and Welfare Program Change

The Anaheim Union High School District (AUHSD) and the California School Employees Association (CSEA) Chapter 74 agree as of January 1, 2012 to modify the health insurance benefit plan for employees as follows:

HMO Health Insurance Benefit Plan

- Office Visit Co-Pay: Increase office visit co-pay from \$15 to \$20.
- Inpatient Deductible: No change to current plan. No co-pay.
- Outpatient Deductible: No change to current plan. No co-pay.
- Prescription Drug Plan: No change to current plan.

District's Self-insured PPO Benefit Plan and Prescription Plan

- Annual Deductible: Increase from \$200/single to \$275/single, \$600/family to \$825/family.
- Office Visit Co-Pay: No change to current plan. No co-pay for office visits.
- Chiropractic Care: Limit office visits for chiropractic care and services to 31 per calendar year (Current plan limits manipulations only).
- The prescription drug plan:
 - The prescription drug plan vendor will be changed to Express Scripts.
 - Co-Pay: \$5/generic, \$15/brand name
 - No Contingency Therapy
 - No Step Therapy

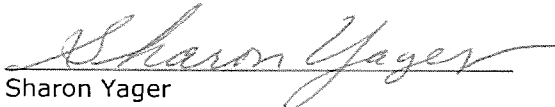
If any other employee collective bargaining group receives a health and welfare plan for 2012 that is better than the program agreed to above, CSEA will receive the same program.

This agreement shall be considered non-precedence setting and in no way relinquishes the right of either party to negotiate in the area of Health and Welfare. This agreement has no effect on any other portion of the District's benefit plan.

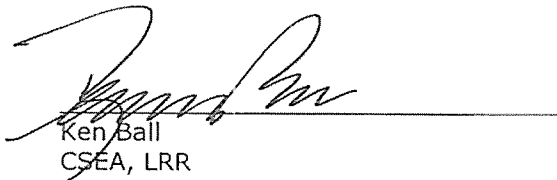
This agreement is dated: December 8, 2011



Russell Lee-Sung
Assistant Superintendent, HR



Sharon Yager
President, CSEA, Chapter 74



Ken Ball
CSEA, LRR

MEMORANDUM OF UNDERSTANDING

Between the

Anaheim Union High School District (AUHSD)

And the

California School Employees Association (CSEA)

Health and Welfare Program Change for 2013

The Anaheim Union High School District (AUHSD) and the California School Employees Association (CSEA) agree as of January 1, 2013 to modify the health insurance benefit plan for employees as follows:

HMO Health Insurance Benefit Plan

- Specialist Visit Co-pay: Increase co-pay from \$20 to \$35
- ER Co-Pay: Increase co-pay from \$100 to \$150
- Advanced Imaging Co-Pay: Add co-pay of \$100
- Prescription Drug Plan: Change from two-tier to three-tier with \$5/\$15/\$40 co-pay

District's Self-insured PPO Benefit Plan and Prescription Plan

- ER Co-Pay: Add co-pay of \$100
- Out of Pocket Maximum: Increase the annual coinsurance maximum from \$10,000 to \$12,000
- Prescription Drug Plan: Change from two-tier to three-tier with \$5/\$15/\$40 co-pay

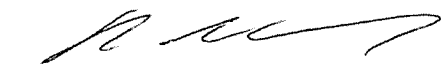
If any other employee collective bargaining group receives a health and welfare plan for 2013 that is better than the program agreed to above, CSEA has the right to accept the new change or reopen negotiations on health and welfare.

This agreement shall be considered non-precedence setting and in no way relinquishes the right of either party to negotiate in the area of Health and Welfare. This agreement has no effect on any other portion of the District's benefit plan.

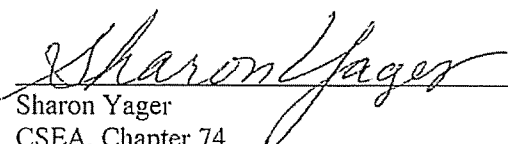
This agreement is dated: October 11, 2012

For the District:

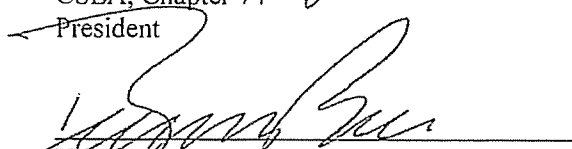
For California School Employees Association
(CSEA):



Russell Lee-Sung
Assistant Superintendent
Human Resources



Sharon Yager
CSEA, Chapter 74
President



Ken Ball
CSEA
LRR

MEMORANDUM OF UNDERSTANDING

Between the

Anaheim Union High School District (AUHSD)

and the

California School Employees Association (CSEA)

Health and Welfare – Cost Containment

CSEA and the District agree to the following changes to Article 2 Health and Welfare:

The current medical PPO and HMO plan for the 2012 year is indicated in the MOU approved on December 8, 2011 and supersedes current contract language. The District agrees to cover the costs for all health and welfare for 2012.

Beginning with the 2013 calendar year, the District shall contribute towards the cost of self-insured major medical not to exceed the super composite rate of \$1,197 per month/\$14,364 per year or HMO insurance not to exceed the super composite rate of \$984 per month/\$11,808 per year per eligible employee.

The following sections within Article 2 will be removed since they are no longer relevant:

2.1.1.2; 2.1.1.3; 2.1.4.1; 2.5

Article 2.9.1 will be replaced with revised language previously agreed in an MOU dated March 16, 2012.

Insurance Committee


The Association may name two (2) regular members to the District Insurance Committee. Attendance at the meetings will not count against union business as described in 14.1. The Insurance Committee will review cost containment measures to reduce the cost of benefits and make recommendations on benefit modifications to the plan.

The Association and the District negotiation teams will work to reach an agreement on such cost containment provisions and upon agreement, recommendations shall be submitted for ratification.

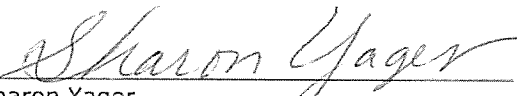
If such agreement is not reached prior to November 1 of each year, the current benefits plan will carry over to the following plan year and the District is authorized to initiate payroll deductions beginning with the first paycheck in February for the difference between an average of the super composite rates of the PPO and HMO from current year and the average of the super composite rates for the new year.

The District and CSEA agree to negotiate on health and welfare beginning October 2 through October 31 in an effort to negotiate any plan changes or other cost containment measures.

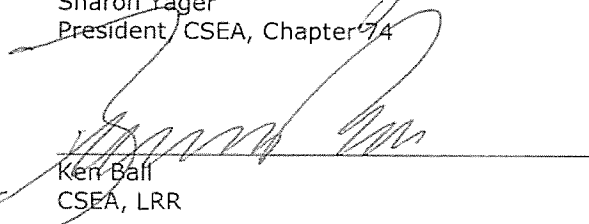
This agreement is dated: MAY 10, 2012



Russell Lee-Sung
Assistant Superintendent, HR



Sharon Yager
President, CSEA, Chapter 74



Kerr Ball
CSEA, LRR

Tentative Agreement between the
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
and its ANAHEIM UNION HIGH CHAPTER NO. 74
and the
ANAHEIM UNION HIGH SCHOOL DISTRICT
for 2018-2019 Reopener Contract Negotiations
(CSEA Amended Counter Proposal #3)
April 19, 2018

This Tentative Agreement reflects the full and complete agreement of the California School Employees Association ("CSEA") and its Anaheim High Chapter No. 74 and the Anaheim Union High School District ("District") regarding 2018-2019 reopener contract negotiations.

The parties opened the following contract articles for 2018-2019 reopener contract negotiations:

- **All Articles Opened**

CSEA and the District have agreed to the following revisions of the collective bargaining agreement:

ARTICLE 2: HEALTH AND WELFARE

2.1 Primary Benefits

2.1.1 Medical Insurance

EPO:

Beginning January 1, 2018, a District Self-Funded EPO (Exclusive Provider Organization) medical insurance plan will be provided as an offering to active employees in place of the discontinued Anthem Blue Cross Fully Funded HMO Plan.

For the 2018 calendar year, the District Self-Funded EPO will utilize the Blue Cross Prudent Buyer PPO Network, and the EPO Plan as well as all co-pays and out-of-pocket maximums shall remain the same as the former Anthem Blue Cross HMO that was in effect as of January 1, 2017 with the exception of the Plan administrator, Prescription drug and the Mental Health carriers. Plan Administration Services will be provided by BRMS, psychological mental health services (Including Alcohol and Drug Abuse Care) will be provided by The Holman Group, and prescription services will be provided through Express Script, Inc.

Blended Super Composite Rate and Maximum District Contribution:

The 2018 maximum District contribution to the blended super composite rate is \$15,759. For calendar year 2018, the blended super-composite rate is \$16,078. The maximum District contribution to the blended super composite rate will be \$16,078. There will be no employee contribution for calendar year 2019.

~~2018 Blended Super Composite Rate and Maximum District Contribution:~~

~~The 2017 maximum District contribution to the blended super composite rate is \$15,475. For calendar year 2018, the blended super composite rate is \$15,759. The maximum District contribution to the blended super composite rate will be \$15,759. There will be no employee contribution for calendar year 2018.~~

2.6 Health and Welfare Parity

If an agreement is reached with any other collective bargaining group on Health and Welfare that contains a greater benefit than the current plan or higher maximum District contribution, the District or CSEA may request, and the other party will agree, to re-open negotiations on Health and Welfare for 2019.

~~In accordance with Memorandum of Understanding: Health and Welfare Program Change for 2018 Between CSEA and AUHSD dated October 16, 2017, if an agreement is reached with any other collective bargaining group on health and welfare that contains a greater benefit than the current plan or higher maximum District contribution, the District or CSEA may request, and the other party will agree, to re-open negotiations on health and welfare for 2018.~~

[All other sections, subsections, and existing language of this article remain unchanged.]

ARTICLE 3: ORGANIZATIONAL SECURITY

3.1 Membership Applications and Information about CSEA Dues

The District shall distribute CSEA-supplied membership applications to new hires (but not make any statement suggesting workers must join). The District shall refer all employee questions about CSEA or dues over to the CSEA Labor Relations Representative.

3.2 3-1 Right to Payroll Deduction

CSEA The Association shall have the sole and exclusive right to payroll deduction of regular membership dues and agency shop service fee payers. The employer shall deduct, in accordance with the CSEA dues schedule, dues from the wages of all employees who are members of CSEA. There shall be no charge by the employer to CSEA for regular membership dues deductions.

3.3 3-2 Revocation of Membership

A member may not revoke his/her membership or dues payment for the duration of the existing contract and can be revoked only at the end of the contract. The District shall refer all employee requests to revoke membership to the CSEA Labor Relations Representative and shall obtain his/her approval on behalf of the Association before processing any revocation request.

3.4 3-3 Changes in Deductions

The District shall not be obligated to put into effect any new or changed deductions until the pay period commencing thirty (30) days or more after such submission.

3.4 New Unit Members

Any new unit member shall within thirty (30) days from the date of commencement of assigned duties within the bargaining unit, become a member of the Association or pay to the Association a service fee. There shall be no charge to the Association for such mandatory agency fee deductions.

3.5 Religious Objections

Any unit member who is a member of a religious body whose traditional tenets or teachings include objection to joining or financially supporting employee organizations shall not be required to join or financially support the California School Employees Association (CSEA) except that such unit member shall pay, in lieu of a service fee, sums equal to such service fee to one of the following non-religious, nonlabor organizations, charitable funds exempt from taxation under Section 501(c)(3) of Title 26 of the Internal Revenue Code:

- a. AUHSD Foundation
- b. United Way

3.5.1

Those who object to joining or financially supporting employee organizations, pursuant to Section 3.5 above, shall submit proof of in lieu payment on an annual basis to the Association and District as a condition of continued exemption from the provisions of Section 3.5 above. Proof of payment shall be in the form of receipts and/or canceled checks indicating the amount paid, date of payment, and to whom payment in lieu of the service fee has been made. Such proof shall be presented on or before July 1 of each school year. A written statement of objection shall accompany the first year's proof of payment and is subject to verification by the Association.

3.5.2

Any unit member making payments as set forth in Sections 3.5 and 3.5.1 above, and who requests utilization of the grievance arbitration provisions of this agreement, shall be responsible for paying the reasonable cost of using said grievance and arbitration procedures.

3.5 3-5.3

With respect to all sums deducted by the District pursuant to Sections 3.2, 3.3, and 3.4 3.1, 3.4, 3.5 and 3.5.1 above, whether for membership dues or agency fee, the District agrees to promptly remit such monies to CSEA the Association, accompanied by an alphabetical list of

unit members for whom membership fee deductions have been made, and an alphabetical list of unit members for whom no service fee CSEA dues deductions have been made. Both ~~both~~ lists will indicate any changes in personnel from the list previously furnished.

3.6.1 ~~3.5.4~~

The Association agrees to furnish any information needed by the District to fulfill the provisions of the Article.

3.6 Hold Harmless

CSEA shall indemnify the District for any claims arising from its compliance with this article. The District shall promptly notify CSEA of any claims or litigation arising from implementation of this article. The Association agrees to pay to the District all reasonable legal fees and legal costs incurred in defending against any court action and/or administrative action before the Public Employment Relations Board challenging the legality or constitutionality of the agency fee provisions of this Agreement or the implementation.

~~3.6.1~~

~~The Association shall have the exclusive right to decide and determine whether any such action or proceeding referred to in 3.6 above shall or shall not be compromised, resisted, defended, tried, or appealed.~~

3.7 Agency Fee

The parties to this Agreement acknowledge that CSEA has notified the employer to implement the provisions of Government Code Section 3546 (a), requiring as a condition of employment, the deduction of CSEA dues or fair share fee from the wages or salary of every bargaining unit member effective January 1, 2001. This agreement requires an employee as a condition of continued employment to either join the recognized or certified employee organization or to pay the organization a service fee in an amount equal to the standard initiation fee, periodic dues, and general assessments of the organization for the duration of this agreement.

ARTICLE 6: TRANSFER PROCEDURES

6.4.7

The Human Resources Office--Classified shall notify those individuals interviewed for ~~a~~ of specific vacant position of the hiring supervisor's recommendation.

All other sections, subsections, and existing language of this article remain unchanged.

ARTICLE 7: EVALUATION PROCEDURES

7.1.5

The immediate supervisor shall present the performance evaluation report to the employee and shall discuss it with him/her and confer concerning areas of work needing improvement. The evaluation form shall be signed by the employee to indicate receipt, and he/she shall be given a signed copy.

The evaluatee's signature of the employee being formally evaluated written on the evaluation form shall be taken as indicating indicates that the employee evaluatee has read the document and has been provided the opportunity of attaching rebuttal comments. Such comments shall be presented for attachment to the evaluation within ten (10) working days of the date on the copy of the Classified Composite Performance Appraisal.

[All other sections, subsections, and existing language of this article remain unchanged.]

ARTICLE 11: WAGES AND ITEMS RELATED TO WAGES

11.1 Salary

For the 2018-19 school year, there shall be a wage increase of one and three-fourths percent (1.75%) applied to the entire classified (CSEA Bargaining Unit) salary schedule referenced herein as Attachment A, inclusive of any and all stipends (increase reflected in Sections 11.9 and 11.14) and longevity flat rate amounts (increase reflected in Sections 11.9 and 11.14), for all bargaining unit members. All 2018-19 increases to wages, stipends, and longevity flat rate amounts shall include all employees in a regular classified position on or after July 1, 2018 and be retroactive to July 1, 2018.

The District and CSEA agree that the wage increase of one percent (1%) applied to the entire classified (CSEA Bargaining Unit) salary schedule and any and all stipends for the 2017-18 school year also applied to longevity flat rate amounts (increase reflected in Sections 11.9 and 11.14) reflected on the salary schedule (Attachment A). The District agrees to remit a one-time payment for the unpaid difference in longevity flat rate amounts to all employees eligible to receive longevity pay in a regular classified position on or after July 1, 2017, retroactive to July 1, 2017.

For the 2017-18 school year, there shall be a wage increase of one percent (1%) applied to the entire classified (CSEA Bargaining Unit) salary schedule referenced herein as Attachment A, inclusive of any and all stipends for all bargaining unit members. Wage increases and stipends shall include all employees in a regular classified position on or after July 1, 2017. All 2017-18 wage increases referenced herein and above shall be retroactive to July 1, 2017.

If any employee organization receives a salary schedule increase that is higher than CSEA for any or all of the 2017-18, 2018-2019, or 2019-2020 school years, then CSEA may request, and the District will agree, to re-open negotiations on salary for each applicable school year.

11.8 Longevity

Employees will be eligible for long service recognition (longevity) in the Anaheim Union High School District under the following plan:

2% plus ~~\$533~~ ~~\$524 (2017-18)~~ \$519.00 additional after ten (10) years of service with the Anaheim Union High School District.

4% plus ~~\$1585~~ ~~\$1,558 (2017-18)~~ \$1,543.00 additional after (15) years of service with the Anaheim Union High School District.

7% plus ~~\$2,918~~ ~~\$2,868 (2017-18)~~ \$2,840.00 additional after twenty (20) years of service with the Anaheim Union High School District.

10% plus ~~\$3,807~~ ~~\$3,742 (2017-18)~~ \$3,705 additional after twenty-five (25) years of service with the Anaheim Union High School District.

12% plus ~~\$3,807~~ ~~\$3,742 (2017-18)~~ \$3,705 additional after thirty (30) years of service with the Anaheim Union High School District.

Percentages and Flat Rates Stand Alone. They are not added or compounded.

11.9 Night Work Differential

All positions, the regularly assigned time of which requires the unit member to work more than one-half (½) times or more between the hours of 5:00 p.m. and 7:00 a.m., shall be paid ~~\$138.00~~ ~~\$136.00 (2017-18)~~ \$135.00 per month higher than the salary grade for daytime employees.

11.14 Bilingual Pay

Memorandum of Understanding Bilingual Status

Principals and District department heads shall be aware of employees who have voluntarily tested for and passed competency requirements in a language other than English. If the employee is selected for a bilingual assignment, the employee shall be compensated an additional ~~\$138.00~~ ~~\$136.00 (2017-18)~~ ~~\$135.00 (2016-17)~~ \$134.00 per month for conversing in a language other than English.

11.18 Professional Growth Program

11.18.1 The purpose of the Professional Growth Program is to provide educational and training opportunities for unit members to acquire and refine job related skills and abilities that will result in employees providing the highest quality service to the District within their current job

classification and to enhance career opportunities within the District. The program will compensate unit members with education incentives for continued growth and development.

The Professional Growth Program is an educational incentive program opportunity for the classified employee that (1) enhances the employee's perspective of the functions of the Anaheim Union High School District, (2) fosters growth in the employee's occupational field, and (3) encourages achievement of educational degree goals.

Employees who enroll in the Professional Growth Program will receive education incentives for completion of the District Orientation and Health & Safety programs, a First Aid and Adult CPR Program, plus additional education units in increments that total 15 units. Such incentives are effective twice each year following verification of satisfactory completion of the requirements that are submitted not later than January 31 and/or June 30 of that year.

11.18.2 Eligibility

All permanent unit members shall be eligible to participate in the Program; however, an education incentive will not be awarded until the unit member has completed one (1) continuous year of service as a regular employee. This program excludes employees participating in other **District initiated or affiliated** grant educational programs.

Professional Growth Program approval forms are obtained and returned to the Human Resources Office - Classified. Unit members shall complete and submit their approval forms prior to beginning their course of study.

11.18.3 Mentor Program

Mentors are an integral component of professional development. It is recommended that participants in the Professional Growth Program select a mentor early in their studies.

General Guidelines: Prospective mentors may submit their name and/or resume to the Professional Growth Committee for referral to participants requesting assistance in selecting a mentor.

Mentors are volunteers who may provide support, encouragement, guidance and educational/technical assistance in their areas of expertise.

11.18.4 Education Incentive Maximums and Additional Increments

This program consists of a maximum of six (6) steps. The steps must meet the following criteria:

Step 1: Must be a total of 15 units **Required Course Work as described in 11.18.6**, including the **9.0 6.0 total** units from the District **New Employee** Orientation, the **District** and Health & Safety courses, and the First Aid/Adult CPR courses.

Steps 2, 3, & 4: Must be additional blocks of 15 units of undergraduate, graduate, or postgraduate coursework applicable towards one or more of the following:

1. **Associate of Arts (AA) Degree in a declared major/field of study;**
2. **Bachelor's Degree in a declared major/field of study;**
3. **A Credential or Certificate program applicable to the educational requirements expressed in any job description maintained by the District.**

Official college transcripts are required for proof of completion of each of these stages.

~~Steps 2, 3, & 4: Must be additional blocks of 15 units for coursework in the related field. Official college transcripts are required for proof of completion of each of these stages.~~

Step 5: Must be completion of 15 units beyond an Associate of Arts (AA) Degree, providing the employee has declared a major and the courses of study **applicable towards one or more of the following** are towards a Bachelor's Degree:

1. Bachelor's Degree in a declared major/field of study;
2. A Credential or Certificate program applicable to the educational requirements expressed in any job description maintained by the District.

Associate degree substitutions = 60 units with an additional 15 units of upper division coursework at a four-year institution. Official college transcripts are required for proof of completion of this stage.

Step 6: Must be achievement of a Bachelor's Degree in a declared major/field of study or completion of a Credential or Certificate program applicable to the educational requirements expressed in any job description maintained by the District.

Step 6: Must be achievement of a Bachelor's Degree in the employee's occupational field or other District approved major field of study.

Upon completion of Step 6, applicants for credentialed position shall be assured of a job interview.

11.18.5 Required Course Work

The following coursework is required for the first education incentive and before further education incentives can be earned:

- | | |
|---|----------------------|
| 11.18.5.1 District <u>New Employee</u> Orientation | <u>3.0</u> 2.0 units |
| 11.18.5.2 District <u>provided</u> Health & Safety Training | <u>3.0</u> 2.0 units |
| 11.18.5.3 First Aid/Adult CPR | <u>3.0</u> 2.0 units |

11.18.5.4 Two Courses from one or both of the following groups: 6.0 units

1. College/university coursework in General Education or applicable to an Associate of Arts (AA) Degree/Bachelor's Degree in a declared major/field of study;
2. Adult education and/or college/university coursework relating to an employee's occupational field or relating to the completion of a Credential or Certificate program applicable to the educational requirements expressed in any job description maintained by the District.

~~11.18.5.4~~ Courses specifically relating to employee's occupational field (adult education and/or college/university coursework) _____ 6.0 units

~~11.18.5.5~~ General Education courses (college/university coursework) _____ 3.0 units

TOTAL 15.0 units

11.18.7 ~~11.18.6~~ Coursework Approval

To **ensure** ~~be assured~~ that coursework will be accepted for credit for education incentive increments, the employee must submit the form "Application for Approval of Coursework – Professional Growth" (available in Classified Human Resources) and receive approval prior to beginning the course.

Credit is not allowed for any courses or workshops taken during regular working hours for steps 2 through 6.

It is the responsibility of unit members to request and file approval forms for Professional Growth credit and submit all documents required for course credit.

11.18.8 ~~11.18.7~~ Additional Education Incentive Increments

After the Required Course Work described in 11.18.6 has been satisfactorily completed, additional steps of 15 units each shall serve to improve an employee's present skills in their present job; and/or (2) allow the employee to acquire new skills in a new job in the District to which the employee may wish to advance, or for which the employee may be training; and/or (3) be applicable to the requirements of one or more of the following:

1. **Associate of Arts (AA) Degree in a declared major/field of study;**
2. **Bachelor's Degree in a declared major/field of study;**
3. **A Credential or Certificate program applicable to the educational requirements expressed in any job description maintained by the District.**

In all cases, coursework must be taken at an accredited or recognized institution.

~~After required coursework has been satisfactorily completed, additional steps of 15 units each shall (1) be in areas specifically related to the employee's classification (occupation); or (2) be in another district approved major field of study. In either case, coursework must be taken at an accredited or recognized institution.~~

11.18.8 Submission of Proof of Course Completion

Verification of appropriate completed coursework must be submitted for approval not later than January 31 or June 30 of the calendar year for education incentives. Verification of appropriate completed coursework submitted after those dates will not be considered for an education incentive until the next available deadline.

Acceptable verification includes:

Official college transcripts or signed reports of grades from the instructor (with grades of "C" or better) to be submitted to Anaheim Union High School District, Human Resources Office.

11.18.9 Retroactivity

Units earned prior to approval of the professional growth program are not applicable.

2018-19 School Year Exception: For the remainder of the 2018-2019 school year only (April 17, 2019 to June 30, 2019), units in progress during the current term of an accredited institution shall be applicable to the Professional Growth Program provided that the employee has submitted the "Application for Approval of Coursework – Professional Growth" to the District and received approval before completion of the course(s).

The responsibility of training experience and required documents shall lie with the unit member. Any error in the calculation of eligible educational incentives under this program, which is due to action or inaction on the part of a unit member, shall be corrected as soon as the error is verified; but salary adjustments shall be retroactive during the current year only.

11.18.10 Criteria for Evaluation

The Division of Human Resource shall review all proposed coursework submitted and make a determination as to whether that coursework meets the following criteria:

Is taken at an accredited or recognized institution, and whether the general education coursework is within the employee's occupational field and/or will assist the employee in meeting degree requirements. The intent of this provision is to allow coursework, which will be of direct benefit to

the District and is either specifically related to the employee's current job classification or enhances job opportunities within the District.

11.18.11 Credit Calculation

11.18.11.1 All professional growth credit shall be computed in semester hours. College credit in terms of quarter hours will be translated into semester hours by using the following formula: double quarter credit; divide by three (3).

11.18.11.2 Credit of .5 (half a unit) units for each one-day, approximately eight (8) hour (maximum 6 hours) workshop, with one (1) maximum of said units to be allowed within each fifteen (15) unit increment.

11.18.11.3 All college credits or degrees shall be earned at an institution that is accredited by one of the following six regional accreditors of higher education in the United States, or regional affiliates thereof:

1. Middle States Association of Colleges and Schools (MSA)
2. New England Association of Schools and Colleges (NEASC)
3. Higher Learning Commission (HLC) (formerly the North Central Association of Colleges and Schools (NCA))
4. Northwest Accreditation Commission (NAC)
5. Southern Association of Colleges and Schools (SACS)
6. Western Association of Schools and Colleges (WASC) inclusive of the following:
 - Accrediting Commission for Community and Junior Colleges (WASC-ACCJC)
 - Accrediting Commission for Senior Colleges and Universities (WASC-ACSCU)

~~11.18.11.3 All college credits or degrees shall be earned at an institution that is accredited by the Western Association of Schools and Colleges, or regional affiliate thereof.~~

11.18.11.4 Official college transcript with a "C" or better submitted to the Human Resources Office. If letter grades are not given for a course, a sealed letter of satisfactory completion signed by the instructor is required.

11.18.12 The Professional Growth Committee

11.18.12.1 A Professional Growth Committee shall be established, composed of two (2) classified employee members, one (1) certificated member, and the Human Resource Classified Director, or designee. CSEA Chapter #74 shall appoint the classified members of the committee.

11.18.12.2 Duties of the Committee

- a. Establish and maintain a list of prospective volunteer mentors (see 11.18.3).
- b. Recommend additional or revised policy as necessary to the Superintendent and CSEA Chapter 74.
- c. Schedule meetings as needed but annually during the month of May to review the program effectiveness and make recommendations.
- d. Suggest topics of interest for District-wide in-service for unit members.

11.18.12.3 The District shall grant the committee members necessary release time from their regularly scheduled workdays to participate in committee activities.

11.18.12.4 The Professional Growth Review Committee shall advise the Director, Business Services, of the estimated number of employees achieving the award each year so that the appropriate amount can be budgeted.

11.18.13 Personnel Files

Official transcripts or an instructor's signature covering work offered to fulfill requirements for the professional growth steps must be completed and on file by January 31 or June 30 in the Human Resource Office.

Such employee files are necessary for the efficient management of the District shall be kept by the Human Resource Office. An employee may review his/her personnel file and may respond to the documents on file. All employee records are confidential.

11.18.14 Professional Growth Education Incentives for Bargaining Unit Employees

11.18.14.1 Upon satisfactory completion of Step 1, the unit member shall receive a one-time educational incentive of \$500.

11.18.14.2 Upon satisfactory completion of Step 2, the unit member shall receive a one-time educational incentive of \$750.

11.18.14.3 Upon satisfactory completion of Step 3, the unit member shall receive a one-time educational incentive of \$850.

11.18.14.4 Upon satisfactory completion of Step 4, the unit member shall receive a one-time educational incentive of \$900.

11.18.14.5 Upon satisfactory completion of Step 5, the unit member shall receive a one-time educational incentive of \$1,000.

11.18.14.6 Upon satisfactory completion of Step 6, the unit member shall receive a one-time educational incentive of \$2,000.

[All other sections, subsections, and existing language of this article remain unchanged.]

ARTICLE 12: LEAVES

12.8 Parental Leave

12.8.1 Upon request, pregnant unit members shall be granted fully paid maternity leave for up to six (6) weeks after the birth of a child. Additional maternity/parental leave for the remainder of up to twelve (12) weeks in any twelve month period shall be unpaid except that unit members may utilize accumulated sick leave (under section 12.4 and its subsections), and/or accumulated vacation leave (under Article 13), and/or extended sick leave (under 12.4.11), and/or parental leave provided for under 45196.1 of the Education Code during that time.

12.8.2 Upon request, non-pregnant unit members shall be granted parental leave for up to twelve weeks after the birth of a child of the employee, or the placement of a child with an employee in connection with the adoption or foster care of the child by the employee. Said leave shall be limited to a total of twelve weeks leave during any twelve month period and shall be unpaid except that unit members may utilize accumulated sick leave (under section 12.4 and its subsections), and/or accumulated vacation leave (under Article 13), and/or extended sick leave (under 12.4.11) and/or parental leave provided for under 45196.1 of the Education Code during that time.

12.8.3 Parental leave will be provided in accordance with existing law and may be taken all at once, or, with the exception of the six (6) weeks fully paid maternity leave provided for in 12.8.1, utilized on a reduced schedule or intermittent basis as permitted by law.

12.9 ~~12.8~~ Leave of Absence Without Pay *[All subsections renumbered accordingly]*

12.9.5 ~~12.8.5~~ Types of Leaves Such leave of absence with-out pay may be granted for any of the following reasons:

12.9.5.7 ~~12.8.5.7~~ Tragedy Personal Necessity Leave

A long term personal necessity leave of absence, not to exceed ninety (90) days, may be provided to an employee who experiences a serious tragedy within his/her immediate family. For purposes of this section, "immediate family" shall

be defined to include parent, sibling, spouse, ~~dependent~~ child, or any relative living in the immediate household of the unit member. An employee's compensation during such leave shall be equivalent to the employee's regular salary and fringe benefits minus the amount necessary to pay a substitute whether or not a substitute is employed to replace the unit member while on leave.

12.109 *Paid Holidays [All subsections renumbered accordingly]

12.11+0 Catastrophic Leave (Board Policy 6602, 6602-R) [All subsections renumbered accordingly]

Employees may participate in the District Catastrophic Leave Program by ~~are permitted to~~ irrevocably donating ~~donate~~ accrued sick leave credits for an employee who experiences a catastrophic personal illness or injury. Donations made under the Catastrophic Leave Program shall be strictly voluntary.

12.11+0.1 Definitions:

12.11+0.1.1 "Catastrophic illness or injury" means an illness or non-work related injury due to an accident that is expected to incapacitate the employee for an extended period of time involving or resulting in substantial, often ruinous, medical expense and creates a financial hardship for the employee because he/she has exhausted all of his/her sick leave and other paid time off with the exception of extended illness leave.

12.11+0.1.2 "Eligible leave credits" ~~are mean~~ sick leave days accrued by ~~to~~ the donating employee and donated to the Catastrophic Leave Program.

12.11+0.1.3 The "Sick Leave Bank" or "Bank" shall be comprised of ~~represents~~ donated eligible leave credits.

12.11+0.1.4 The "Open Enrollment Period" shall take place annually during ~~is established as~~ the month of October ~~September~~ each year.

12.11+0.1.5 The "Sick Leave Bank Committee" or "Committee" shall oversee the operation of the Sick Leave Bank. The Committee shall consist of one voting member from each of the following groups: Anaheim Personnel and Guidance Association (APGA); California School Employees Association (CSEA); American Federation of State, County and Municipal Employees (AFSCME); and the Mid-Managers Association, Anaheim Leadership Team Association (ALTA). There will be two voting members from the Anaheim Secondary Teachers Association (ASTA). Also included will be one voting representative from the District Administration designated by the Superintendent.

12.11.1.6 "Enrolled Member" means a qualified permanent employee who has enrolled in the Catastrophic Leave Program.

12.11+0.2 The Board adopted the following rules and regulations for the administration of this policy, including, but not limited to the following:

12.11+0.2.1 Participation in the Catastrophic Leave Program shall be voluntary, but permitted for all permanent employees who are eligible for extended sick leave benefits.

12.11+0.2.2 To become an Enrolled Member in the program ~~establish enrollment~~, a permanent employee must initially donate one sick leave day. Enrolled Members ~~Employees~~ must then donate one sick leave day per year during the Open Enrollment Period to maintain eligibility.

12.11+0.2.3 The Sick Leave Bank is available to all Enrolled Members ~~participating permanent employees~~ for use during their work year. (Enrolled Members who are 12 month employees may apply to use the Sick Leave Bank year round. All other Enrolled Members employees are eligible according to their regular work year.)

12.11+0.2.4 Employees, who elect not to enroll in the Catastrophic Leave Program upon first becoming eligible, **must wait** ~~have a waiting period of sixty (60) duty days after their enrollment~~ **to become** ~~before becoming~~ eligible to withdraw from the Bank.

12.11+0.2.5 The Sick Leave Bank must not be used concurrently with the extended illness leave benefit. **Leave shall be taken in the following order: (1) sick leave, (2) catastrophic leave, (3) extended illness leave.**

12.11+0.2.6 The maximum amount of time for which donated **eligible** sick leave credits may be used is twenty-five (25) days for any one catastrophic illness. The lifetime benefits from this policy may not exceed a total of fifty (50) days.

12.11+0.2.7 This Catastrophic Leave Program may not be used if the **Enrolled Member** ~~employee~~ applies for or has purchased any other benefit or disability insurance program or income protection program either public or private unless the total benefit is less than 100% of the employee's basic salary. **Enrolled Members** ~~Employees~~ having any additional income benefit must apply for that benefit before they are considered eligible for the Catastrophic Leave Program.

12.11+0.2.8 The receipt of a donated **eligible** sick leave credit through the Catastrophic Leave Program as defined herein, when combined with other district income, or income protection plan, shall not provide the recipient with a greater monthly District income/fringe benefit contribution than he/she received immediately prior to the receipt of catastrophic sick leave.

12.11+0.2.9 An **Enrolled Member** ~~employee~~ who receives donated **eligible** sick leave credits shall use any leave credits, including vacation, that he/she continues to accrue on a monthly basis prior to receiving/using additional donated **eligible** sick leave credits from the Sick Leave Bank.

12.11+0.2.10 Requests for **donated eligible leave credits from the** Sick Leave Bank ~~credits~~ must be made in increments of five (5) days.

12.11+0.2.11 If more than one **Enrolled Member** applicant is being considered at the same time and there are not enough days in the Bank to fill each request, the available days will be divided equally or proportionately, as is consistent with the requests, between and among the **Enrolled Member** applicants. In this instance, additional donations of eligible leave credits may be accepted.

12.11+0.2.12 **Direct Donations**

Notwithstanding any other provision of Section 12.11 or its subsections, an Enrolled Member may donate eligible leave credit directly to another Enrolled Member at any time during the year when, but only when, (1) the Sick Leave Bank does not have enough donated eligible leave credits to fill an Enrolled Member's request as described in Subsection 12.11.2.9, or (2) an Enrolled Member has reached the maximum amount of time for which donated eligible leave credits from the Sick Leave Bank may be used pursuant to Subsection 12.11.2.5. In the event that an Enrolled Member has reached the maximum amount of time for which donated eligible leave credits from the Sick Leave Bank may be used, the Enrolled Member may receive a maximum of 25 directly donated eligible leave credits per incident from another Enrolled Member for a lifetime maximum of 50 directly donated eligible leave credits.

~~Member employees may make additional donations to a specific employee who has a catastrophic illness. These donations may be made at any time during the year. Any unused donations beyond those authorized by the committee will be returned to the bank.~~

12.11+0.2.13 Any fraudulent or inappropriate use of the **Catastrophic Leave Program by an Enrolled Member** ~~donated days~~ will result in the **Enrolled Member's** return of

all eligible leave credits donated days to the Bank. The Enrolled Member employee will be held responsible for returning any resulting overpayment of wages to the District.

12.11+0.2.14 Any unused eligible leave credits donation will be returned to the Bank at the end of an Enrolled Member's catastrophic leave period, including direct donations to specific employees as stated in 12.11+0.2.12.

12.11+0.2.15 The Enrolled Member employee must waive any and all claims against the Board, District and its officer and employees, arising from the administration of the Catastrophic Leave Sick Leave Bank Program.

12.11+0.2.16 The Sick Leave Bank Committee will issue a report to all employees of the status of the Sick Leave Bank each semester.

12.11+0.3 Donating to the Sick Leave Bank:

12.11+0.3.1 Any permanent employee on paid duty status shall be eligible to participate with a minimum annual deposit of one (1) eligible leave credit sick leave day.

12.11+0.3.2 All transfers of eligible leave credits are irrevocable.

12.10.3.3 Enrolled Members Employees may donate up to three (3) full days of eligible leave credits per school year.

12.11+0.3.4 Enrolled Members Employees must have at least eight (8) days of accrued sick leave remaining for their own use after donating to the Sick Leave Bank. Any request for an exception to this provision must be submitted in writing and approved by the Superintendent or designee Board.

12.11+0.3.5 Donations to the Sick Leave Bank are general donations and cannot be donated to a specific employee with the exception of 12.10.2.12.

12.11+0.3.6 When and if the eligible donated sick leave credits in the Sick Leave bank reach a total of 2,000 actual days, the Committee may suspend donations for one (1) year for all existing Enrolled Members current members. Employees seeking to become new Enrolled Members, however, must still donate at least one (1) eligible leave credit to enter the Catastrophic Leave Program New members, however, may donate.

12.11+0.4 Utilizing Credits ~~Withdrawing~~ from the Sick Leave Bank: Eligible leave credits may be requested, in writing to the Assistant Superintendent, Human Resources, from the Sick Leave Bank for a catastrophic illness or injury if all of the following requirements are met:

12.11+0.4.1 The employee must be an Enrolled Member ~~a member of the Sick Leave Bank~~ before requesting donated eligible sick leave credits.

12.11+0.4.2 The Enrolled Member employee who is suffering from a catastrophic illness provides must provide verification of catastrophic illness or injury as required by the Superintendent or designee Board.

12.11+0.4.3 The verification of catastrophic illness or injury must come in the form of a written medical statement from the attending physician indicating the incapacitating nature and probable duration of the illness or injury.

12.11+0.4.4 The Superintendent or designee Board may require verification of the need for catastrophic sick leave days beyond the evidence of a doctor's certification and shall have the authority to accept evidence from other sources.

12.11+0.4.5 The Sick Leave Bank Committee Board determines that the Enrolled Member employee is unable to work due to the Enrolled Member's employee's catastrophic illness or injury.

12.11+0.4.6 The Enrolled Member employee has exhausted all accrued paid leave credits with the exception of extended illness leave.

12.11+0.4.7 At the start of the Sick Leave Bank withdrawal, voluntary deductions from the Enrolled Member's employee's paycheck will be discontinued (except for AUHSD computer loan payments and health and life insurance payments.)

12.11+0.4.8 Conditions, Illnesses, and Injuries Not Covered:

Conditions, illnesses, or injuries or illnesses resulting from the commission of a felony, elective cosmetic surgery, or stress are not covered. Conditions, illnesses, or injuries Also not included are illnesses which may be covered under Workers' Compensation Program, are also not covered.

[All other sections, subsections, and existing language of this article remain unchanged.]

ARTICLE 14: ASSOCIATION RIGHTS

14.1 Released Time - Association Business

Upon twenty-four (24) hours prior notice to the District and authorization by the President of the Association, the Association shall be provided a maximum of thirty-five (35) ~~thirty (30)~~ days each fiscal year of released time for the purpose of conducting Association business. These days shall be taken in minimum increments of one (1) full day.

[All other sections, subsections, and existing language of this article remain unchanged.]

The parties also agree to implement the following Memorandums of Understanding (MOUs):

- Memorandum of Understanding between the CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION and its ANAHEIM UNION HIGH CHAPTER NO. 74 and the ANAHEIM UNION HIGH SCHOOL DISTRICT Regarding GPS/Zonar Tracking Devices and Video Cameras on District Property and Vehicles, dated April 5, 2019
- On or before July 1, 2019, the parties agree to meet and begin negotiations of a Memorandum of Understanding regarding the effects of the AB 1808 Classified School Employee Professional Development Block Grant Program.

This Agreement is subject to the CSEA 610 policy and adoption by the Anaheim Union High School District Board of Trustees.

This concludes negotiations for the 2018-2019 school year.

AGREED:

ANAHEIM UNION HIGH SCHOOL DISTRICT

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

Brad Jackson
Brad Jackson, Assistant Superintendent, Human Resources
Anaheim Union High School District

Sharon Yager
Sharon Yager, President, Anaheim High Chapter No. 74
California School Employees Association

Date

9-19-19

Date

4/19/19

Jason Gearakopoulos
Jason Gearakopoulos, Labor Relations Representative
California School Employees Association

Date

4-19-19

Memorandum of Understanding between the
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
and its ANAHEIM UNION HIGH CHAPTER NO. 74
and the
ANAHEIM UNION HIGH SCHOOL DISTRICT
Regarding GPS/Zonar Tracking Devices and
Video Cameras on District Property and Vehicles
April 19, 2019

The California School Employees Association ("CSEA") and its Anaheim High Chapter No. 74 and the Anaheim Union High School District ("District") agree to the following Memorandum of Understanding (MOU) regarding GPS/Zonar tracking devices and/or video cameras/devices:

Evidence produced by the District which does not abide by the following guidelines shall not be used against an employee in a subsequent discipline or discharge hearing.

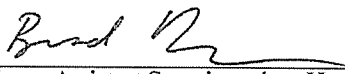
- (1) Data from GPS/Zonar tracking devices and/or videotape, video data, and digital media files produced by video cameras or other monitoring devices controlled, possessed, or accessed by the District in any way may not be used against an employee in a subsequent discipline or discharge hearing unless a complete and full copy of the data or media (at the highest available quality and/or resolution possessed and/or viewed by the District) is provided to the employee and to her or his CSEA representatives (CSEA Chapter President and Labor Relations Representative), if so engaged.
- (2) The parties agree that simply/only providing a summary of the data from the GPS/Zonar and/or partial selections or clips from videotape, video data, or digital media files capturing or providing context to an incident or activity that could potentially result, or actually results, in disciplinary action or proceedings being initiated by the District is not in any way in conformance with this MOU.
- (3) The parties agree that the GPS/Zonar tracking devices may be used to corroborate the time of incidents or activity that could potentially result, or actually results, in disciplinary action or proceedings being initiated by the District.

This Memorandum of Understanding shall be fully enforceable through the grievance procedure embodied in the current Collective Bargaining Agreement between CSEA and the District.

This Agreement is subject to the CSEA 610 policy and adoption by the Anaheim Union High School District Board of Trustees.

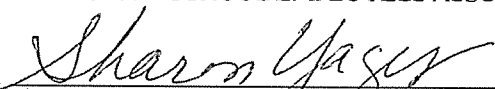
AGREED:

ANAHEIM UNION HIGH SCHOOL DISTRICT

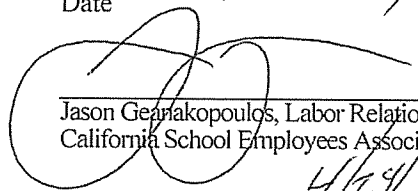

Brad Jackson, Assistant Superintendent, Human Resources
Anaheim Union High School District

4/24/19
Date

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION


Sharon Yager, President, Anaheim High Chapter No. 74
California School Employees Association

4/24/19
Date


Jason Geanakopoulos, Labor Relations Representative
California School Employees Association

4/24/19
Date

**ANAHEIM UNION HIGH SCHOOL DISTRICT
CALIFORNIA SCHOOL EMPLOYEE ASSOCIATION (CSEA)
2017/2018 SALARY SCHEDULE**
Effective 7/1/18 - BOT Approved on 12/14/18 - REVISED 5/7/19

Salary Range	Position Title	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
41	CAMPUS SAFETY AIDE	2,755.00 15.64	2,865.00 16.28	2,986.00 16.96	3,101.00 17.60	3,224.00 18.32	3,356.00 19.07	3,420.00 19.44	3,490.00 19.82	3,560.00 20.22	3,630.00 20.62	Monthly Hourly
43	INSTR ASSISTANT INSTR ASSISTANT-SPECIALIZED ACADEMIC INSTR OFFICE ASSISTANT PUBLIC INFORMATION ASSISTANT	2,891.00 16.43	3,013.00 17.12	3,136.00 17.82	3,258.00 18.51	3,389.00 19.25	3,529.00 20.05	3,596.00 20.44	3,664.00 20.82	3,739.00 21.24	3,814.00 21.66	Monthly Hourly
47	COMPUTER LAB ASSISTANT INSTR ASST-BILINGUAL (SPANISH) INSTR ASST-BILINGUAL (VIETNAMESE) INSTR ASST-BILINGUAL (KOREAN) INSTR ASST-BILINGUAL (ARABIC) INSTR ASST-BILINGUAL (ROMANIAN) INSTR ASST-SPEC ACADEMIC INSTRUCTION-BIL INSTR ASST - STUDENT/PARENT LIAISON-BIL OFFICE ASSISTANT-BILINGUAL SCHOOL COMMUNITY LIAISON	3,188.00 18.10	3,318.00 18.85	3,446.00 19.57	3,593.00 20.41	3,733.00 21.21	3,882.00 22.08	3,960.00 22.50	4,037.00 22.93	4,123.00 23.42	4,198.00 23.87	Monthly Hourly
49		3,353.00 19.05	3,489.00 19.82	3,620.00 20.56	3,770.00 21.42	3,923.00 22.29	4,081.00 23.20	4,156.00 23.62	4,245.00 24.14	4,326.00 24.58	4,409.00 25.06	Monthly Hourly
51	CHILD WELFARE & ATTENDANCE LIAISON DISTRICT RECEPTIONIST FACILITIES PLANNING ASSISTANT HEALTH SERVICES TECHNICIAN I INSTR ASST - ADULT TRANSITION INSTR ASST - BEHAVIORAL SUPPORT INSTR ASST - MATHEMATICS INSTR ASST - MED FRAGILE/ORTHO IMPAIRED INSTR ASST - SPECIAL ABILITIES INSTR ASST - SPEC (D/HH or VI) LANGUAGE TESTING ASSISTANT PUBLICATIONS TECHNICIAN SCHOOL LIBRARY/MEDIA TECHNICIAN SECRETARY - ATTENDANCE SECRETARY - PROGRAM SUPPORT SECRETARY - REGISTRAR/RECORDS SECRETARY - SCHOOL SUPPORT WORKABILITY PLACEMENT ASSISTANT	3,519.00 19.99	3,656.00 20.80	3,810.00 21.64	3,958.00 22.49	4,119.00 23.41	4,280.00 24.33	4,363.00 24.79	4,458.00 25.32	4,541.00 25.81	4,639.00 26.36	Monthly Hourly
53	SECRETARY-BILING/ATTENDANCE SECRETARY-BILING/PROGRAM SUPPORT SECRETARY-BILING/REGISTRAR-RECORDS SECRETARY-BILING/SCHOOL SUPPORT TRANSLATOR	3,699.00 21.01	3,840.00 21.82	3,994.00 22.69	4,154.00 23.61	4,324.00 24.57	4,498.00 25.55	4,583.00 26.05	4,677.00 26.58	4,767.00 27.09	4,865.00 27.66	Monthly Hourly
BOT 1												

**ANAHEIM UNION HIGH SCHOOL DISTRICT
CALIFORNIA SCHOOL EMPLOYEE ASSOCIATION (CSEA)
2017/2018 SALARY SCHEDULE**
Effective 7/1/18 - BOT Approved on 12/14/18 - REVISED 5/7/19

Salary Range	Position Title	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
54		3,800.00 21.50	3,950.00 22.50	4,119.00 23.41	4,290.00 24.37	4,460.00 25.33	4,642.00 26.37	4,732.00 26.91	4,833.00 27.46	4,929.00 28.02	5,035.00 28.61	Monthly Hourly
55	ASB ACCOUNT TECHNICIAN BRAILLE TRANSCRIBER INFORMATION SYSTEMS TECHNICIAN JOB DEVELOPER / JOB COACH LICENSED VOCATIONAL NURSE SIGN LANGUAGE INTERPRETER	3,881.00 22.07	4,033.00 22.92	4,195.00 23.84	4,363.00 24.79	4,539.00 25.81	4,720.00 26.82	4,811.00 27.34	4,909.00 27.89	5,006.00 28.44	5,110.00 29.03	Monthly Hourly
56	FAMILY & COMMUNITY ENGAGEMENT SPECIALIST	3,981.00	4,134.00	4,301.00	4,472.00	4,652.00	4,836.00	4,934.00	5,034.00	5,134.00	5,238.00	Monthly
57	ACCOUNTING TECHNICIAN ADMINISTRATIVE ASSISTANT ATHLETIC TRAINER BENEFITS TECHNICIAN BUSINESS TECHNICIAN CREDENTIALS TECHNICIAN HUMAN RESOURCES TECHNICIAN PAYROLL TECHNICIAN RISK MANAGEMENT TECHNICIAN SPEECH LANGUAGE PATHOLOGY ASSISTANT	4,080.00 23.18	4,234.00 24.05	4,406.00 25.05	4,581.00 26.04	4,764.00 27.06	4,952.00 28.14	5,056.00 28.72	5,159.00 29.33	5,261.00 29.90	5,365.00 30.48	Monthly Hourly
59	ADMINISTRATIVE ASSISTANT BILINGUAL INFORMATION SYSTEMS SPECIALIST I LANGUAGE PROGRAM TECHNICIAN LEGAL ADMINISTRATIVE ASSISTANT SR ACCOUNTING TECHNICIAN SR BUDGET TECHNICIAN SR ADMINISTRATIVE ASSISTANT PROGRAM SUPPORT SR ADMINISTRATIVE ASSISTANT SCHOOL SUPPORT SR ADMINISTRATIVE PROCUREMENT ASSISTANT SR CREDENTIAL TECHNICIAN SR PAYROLL TECHNICIAN	4,277.00 24.31	4,450.00 25.30	4,624.00 26.28	4,810.00 27.33	5,003.00 28.43	5,204.00 29.56	5,307.00 30.16	5,414.00 30.76	5,522.00 31.39	5,629.00 31.99	Monthly Hourly
61	FOOD SERVICE TECHNICIAN SR ADMIN ASST SCHOOL SUPPORT / BILINGUAL SR ADMIN ASST PROGRAM SUPPORT / BILINGUAL	4,488.00 25.50	4,669.00 26.54	4,854.00 27.59	5,052.00 28.69	5,258.00 29.88	5,459.00 31.03	5,571.00 31.65	5,683.00 32.30	5,796.00 32.94	5,914.00 33.60	Monthly Hourly
62	ASSESSMENT/EVALUATION TECHNICIAN BENEFITS SPECIALIST PARENT INVOLVEMENT SPECIALIST WEBMASTER (4/1/18)	4,677.00 26.58	4,870.00 27.67	5,063.00 28.76	5,266.00 29.93	5,474.00 31.11	5,696.00 32.37	5,815.00 33.04	5,932.00 33.70	6,056.00 34.42	6,174.00 35.09	Monthly Hourly
63	BEHAVIOR INTERVENTION SPECIALIST BUYER FOOD SERVICE ACCOUNTING SPECIALIST INFORMATION SYSTEMS SPECIALIST II	4,717.00 27.21	4,901.00 28.28	5,097.00 29.41	5,306.00 30.61	5,517.00 31.83	5,734.00 33.08	5,851.00 33.76	5,967.00 34.43	6,087.00 35.12	6,210.00 35.83	Monthly Hourly
	BOT 2											

**ANAHEIM UNION HIGH SCHOOL DISTRICT
CALIFORNIA SCHOOL EMPLOYEE ASSOCIATION (CSEA)
2017/2018 SALARY SCHEDULE**

Effective 7/1/18 - BOT Approved on 12/14/18 - REVISED 5/7/19

Salary Range	Position Title	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
65	ART DESIGNER	4,955.00 28.14	5,154.00 29.24	5,360.00 30.42	5,574.00 31.66	5,796.00 32.93	6,029.00 34.22	6,149.00 34.92	6,272.00 35.60	6,398.00 36.32	6,526.00 37.06	Monthly Hourly
66	PROCUREMENT CONTRACT SPECIALIST	5,091.00	5,294.00	5,507.00	5,727.00	5,956.00	6,194.00	6,319.00	6,445.00	6,573.00	6,704.00	Monthly
75	NETWORK ANALYST PROGRAMMER ANALYST	6,317.00 35.90	6,565.00 37.31	6,833.00 38.82	7,107.00 40.38	7,392.00 42.00	7,686.00 43.67	7,836.00 44.50	7,992.00 45.41	8,156.00 46.35	8,318.00 47.27	Monthly Hourly
76	SYSTEMS ADMINISTRATOR	6,639.00 37.72	6,898.00 39.20	7,173.00 40.76	7,459.00 42.38	7,755.00 44.06	8,071.00 45.85	8,228.00 46.75	8,396.00 47.70	8,568.00 48.68	8,738.00 49.64	Monthly Hourly

Unit members will be eligible for long service recognition (longevity) upon the completion of ten (10) years of service in the Anaheim Union High School District under the following plan:

Each longevity step stands on its own and is not cumulative nor compounded. Longevity:

2% plus \$524 after ten (10) years of service with AUHSD

4% plus \$1558 additional after fifteen (15) years of service with AUHSD

7% plus \$2,868 additional after twenty (20) years of service with AUHSD

10% plus \$3,742 additional after twenty-five (25) years of service with AUHSD

12% plus \$3,742 additional after thirty (30) years of service with AUHSD

Percentages and flat rates stand alone. They are not added together or compounded.

AGREEMENT BETWEEN

ANAHEIM UNION HIGH SCHOOL DISTRICT

AND

MID-MANAGERS ASSOCIATION

For the Period

July 1, 2018

to

June 30, 2021

Board Approved: December 13, 2018

Board Approved: Pending
For 2018-19

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ARTICLE 1 – AGREEMENT AND RECOGNITION

This Agreement is made and entered into, by and between the Board of Trustees of the Anaheim Union High School District, whose address is 501 Crescent Way, Anaheim, California 92803-3520 (“District”), and the Anaheim Union High School District Mid-Managers Association, 100 Oceangate, Suite 1200, Long Beach, California 90802 (“Association”).

1.1 Parties and Term of the Agreement. This Agreement (“Agreement”) is made and entered into between the District and the Association. This agreement shall be in effect from the date of final ratification by both parties for a period of three years the remainder of 2018-19, 2019-20 and 2020-21, until June 30, 2021. The salary schedule, Attachment A, shall be in effect for the 2017-18 fiscal year, effective July 1, 2017.

1.2 Recognition. The Association is the exclusive representative for those probationary or permanent employees hired in the classified positions of Food Service Manager I, Plant Manager I, and Plant Manager II. Probationary and permanent employees in these three classifications will generally be referred to in this Agreement as “employees” or “bargaining unit members.”

1.3 Exclusions. Excluded from the bargaining unit represented by the Association are all other classified positions, substitute, temporary, supervisory, confidential, management as well as all other certificated personnel.

ARTICLE 2 – DISTRICT RIGHTS

2.1 Powers and Authority. It is understood and agreed that the District retains all of its powers and authority to direct, manage, and control to the full extent of the law. Included in but not limited to those duties and powers are the exclusive right to: determine its organization; direct the work of its employees; determine the times and hours of operation; determine the kinds and levels of services to be provided, and the methods and means of providing them; establish its educational policies, goals and objectives; insure the rights and educational opportunities of students; determine staffing patterns; determine the number and kinds of personnel required; maintain the efficiency of District operations, move or modify facilities; establish budget procedures and determine budgetary allocation and expenditure; and determine the methods of raising revenue. In addition, the District retains the right to hire, classify, assign, transfer, evaluate, promote, demote, terminate, and discipline employees.

2.2 Limitation by Agreement. The exercise of the foregoing powers, rights, authority, duties and responsibilities by the District, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgement and discretion in connection therewith, shall be limited only by the specific and express terms of this Agreement, and then only to the extent such specific and express terms are in conformance with the law. The District retains its right to amend, modify or rescind the terms of this Agreement in cases of emergency, limited however to the actual duration of the emergency. The term “emergency” means a sudden, urgent, or unforeseen occurrence or occasion requiring immediate action, such as a natural disaster i.e., act of God, natural disaster, act of war, declaration of martial law, strike, insurrection, revolution, flood, earthquake, fire, epidemic, plague, drought, power failure, or energy crisis.

ARTICLE 3 - ASSOCIATION RIGHTS

3.1 Released Time

3.1.1 Negotiations. Commencing with reopener negotiations (following the first round of contract negotiations and during each school year when negotiations are in progress and following prior notice and schedule coordination with the immediate supervising administrator 3 authorized representatives of ASSOCIATION bargaining unit shall each be granted paid released time without loss of compensation for the purpose of meeting and negotiating with the District’s bargaining team. This released time shall be taken in minimum increments of one half day. Additional paid released time may be granted, if necessary, upon mutual agreement of the parties and with approval of the Superintendent’s designee.

Members of the MMA bargaining team shall be responsible for notifying their immediate supervisor of meeting times and dates and requesting released time one half day prior to scheduled negotiation meetings. Only in cases of emergency or hardship, as defined by the immediate supervisor, may a unit member's request be refused.

3.1.2 Released Time - Association Business. Upon 3 business days prior notice to the District an Association unit member shall be provided a maximum of 48 hours each school year of released time for the purpose of conducting Association business. These days shall be taken in minimum increments of 4 hours. Released time indicated above may be increased in cases of demonstrated need if requested by the Association and approved by the District.

As part of the prior notice to the District, the unit member will email his/her immediate supervisor of each scheduled meeting or leave request for Association business. The email will state the date and number of hours to be utilized for Association business. The Human Resources office will track the number of hours available for Association business.

In addition, attendance at meetings of the District Budget Committee and the District Insurance Committee shall be granted without loss of available hours for Association business. Committee attendance will not result in additional or overtime compensation.

3.2 Names and Addresses. Prior to October 15 of each school year, the District shall provide the Association with a list of names and work sites of all bargaining unit members.

3.3 Availability of Information. School Board Open Session Agenda and backup materials will be made available on the District website to the Association, at least 72 hours in advance of a regularly scheduled Board meeting, and 24 hours in advance of a special Board meeting.

3.4 Access to Work Sites. A professional staff representative from the Association shall, in accordance with the conditions noted herein, have the right of reasonable access to District facilities for the purpose of contacting unit members, and transacting lawful Association business. Upon arriving at a work site, any such representative shall first report to the office of the site administrator to announce his or her presence and the intended purpose of the visit.

In no event shall any representative or unit member interrupt or interfere in any way with normal work. Contacts with unit members shall be limited to unassigned times, breaks, and duty-free lunch periods.

3.5 Representation. A unit member has a right to a professional staff member from the Association or 1 unit representative for his/her representation when a meeting is conducted: to investigate facts that may lead to discipline; to adjust employee complaints/grievances; at disciplinary conferences that go beyond merely informing the unit member of discipline. The representative may, on behalf of the unit member, discuss facts, make arguments, act as a "buffer" between administration and the unit member. The right to representation does not attach in routine conversations, including, but not limited to: the giving of instructions; training of personnel; correcting work techniques; preliminary evaluation conferences; notifying employees of discipline.

3.6 New Hires and Orientation. The Association will be provided with the names, and work sites of all new unit members within five (5) days of their commencement at work. Such timelines may be extended by mutual agreement. The District will provide an opportunity for participation by a member in the Association in any new employee orientation program presented by the District for unit members.

3.7 Maintenance of Membership. Any employee who has authorized Association dues deductions on the effective date of this Agreement or at any time subsequent to the effective date of the Agreement shall continue to have such dues deductions made by the District during the term of this Agreement; provided however, that any employee may terminate such Association dues during the period of June 1 through June 10 of each year of the Agreement by notifying the Association in writing of his/her termination of Association dues deduction. Such notification shall be delivered in person or by U.S. mail and should be in the form of a letter. The Association will provide the District's Human Resources Department with the appropriate documentation to process these dues cancellations within ten (10) business days after the close of the withdrawal period. Association agrees to indemnify and hold harmless District, its officers, employees, and agents, with respect to any claims or litigation challenging this section (3.7).

ARTICLE 4 – HOURS

4.1 Workday. The standard workday for full-time employees shall be eight hours, subject to alternative work schedules contained in this Article. The workday shall include an unpaid lunch period of not less than one-half hour or more than one hour. Any change in assigned work hours will be subject to meet and consult with the Association. If no agreement is reached on changing assigned work hours, the District could implement the change following 10 business days prior written notice to the affected employee. It is recognized that the 8 hour workday has a different beginning and ending time during winter, spring and summer recess.

4.2 Workweek.

4.2.1 The workweek shall be 40 hours for full-time employees and regular five-day period except as indicated in Section 4.2.2 of this Article.

4.2.2 During scheduled school breaks (such as fall, winter, spring and summer) the District will continue to modify the work shift starting and ending times. The District may also institute a full-time workweek of alternate work schedule(s) such as a four-day, 10-hour workday (“4/10”).

4.2.3 The District shall notify the Association prior to initiation, termination, or return to alternative work schedule(s) and start and ending work times.

4.3 Work Year. The work year shall be 12 months for the classifications of Plant Manager I and Plant Manger II. Food Service Manager I shall have a 10 month work year.

4.4 Overtime. All overtime hours shall be compensated at a rate of pay equal to time and one-half (1-1/2) the regular rate of pay of the employee. Overtime is defined to include any time in excess of 8 hours in any one day or in excess of 40 hours in any calendar week. No one shall order or authorize overtime unless it is approved in advance by the supervisor or site supervisor.

4.4.1 All hours worked by an employee on a holiday designated in Article 8 shall be compensated at the overtime rate of pay in addition to regular pay received for the holiday.

4.4.2 When a 10 hour per day, 40 hour per week schedule has been approved, the overtime rate shall be paid for all hours worked in excess of 10 hours per day or 40 hours per week.

4.4.3 When a 9 hour, 80 hour per 2 week schedule has been approved, the overtime rate shall be paid for all hours worked in excess of 9 hours per day or 80 hours in the two-week period.

4.4.4 The regular rate of pay for overtime purposes shall be the employee's hourly rate of pay plus any longevity rate paid on a monthly basis.

4.5 Compensatory Time.

4.5.1 Compensatory time may be granted by the employee's Manager in lieu of cash compensation for overtime work up to maximum 240 hours overtime (160 hours worked). Compensatory time accrues at the rate of one and one-half hours for each hour of employment for which overtime compensation is required by this Agreement.

4.5.2 An employee has the option of requesting compensatory time in lieu of cash compensation for overtime work, to be used within 12 calendar months. The employee's election to take compensatory time or to receive paid overtime shall be submitted in writing and approved by his/her Manager.

4.5.3 Compensatory time shall be taken at a time acceptable by the employee and the District. If the compensatory time has not been taken within 12

calendar months the District shall pay the employee for such time at the appropriate overtime rate.

4.6 Call-Back Time. Whenever an employee is called back to duty by a supervisor or designee, after the conclusion of the normal work shift, the employee shall receive a minimum of 3 hours pay or pay for the actual hours worked at the appropriate salary rate, whichever is greater.

4.7 Call-In Time. Whenever an employee is called to work by a supervisor or designee on a day which is not a regularly scheduled work day, the employee shall receive a minimum of 3 hours pay or pay for the actual hours worked at the appropriate salary rate, whichever is greater.

ARTICLE 5 – COMPENSATION AND ALLOWANCES

5.1 For the 2018-19 school year, there shall be a wage increase of one and three-fourths percent (1.75%) applied to the entire classified (Mid-Managers Association) salary schedule referenced herein as Attachment A for all bargaining unit members. Wage shall include all employees in a regular classified position on or after July 1, 2018. All 2018-19 wage increases referenced herein and above shall be retroactive to July 1, 2018.

5.2 Salary Step Advancement. Salary step advancement shall be granted upon completion of 1 year in the position. After satisfactory completion of 1 year, the employee shall advance from Step 1 to Step 2. “Satisfactory completion” refers to an overall satisfactory evaluation. If the employee does not receive a written evaluation for the 12-month period, the employee shall be deemed to have received a “satisfactory completion” for purposes of Section 5.2. Salary step advancement shall be annually thereafter upon satisfactory completion of service. Time spent on unpaid leave or other unpaid time is not counted towards the annual service requirement.

5.3 Longevity. Employees will be eligible for service recognition (longevity) in the Anaheim Union High School District. Eligible service in the District requires probationary or permanent employment. Service does not include substitute, or temporary employment. Time spent on unpaid leave or other unpaid time is not counted towards the annual service requirement.

2% plus \$519 after ten (10) years of service with Anaheim Union High School District

4% plus \$1,543 after fifteen (15) years of service with Anaheim Union High School District

7% plus \$2,840 after twenty years (20) of service with Anaheim Union High School District

10% plus \$3,705 after twenty-five (25) years of service with Anaheim Union High School District

12% plus \$3,705 after thirty (30) years of service with Anaheim Union High School District

Percentages and flat rates stand alone. They are not added together or compounded.

5.4 Uniforms. The cost of the purchase, lease or rental of uniforms, equipment, identification badges, emblems and cards required by the District shall be borne by the District. The District reports to CalPERS on a biannual basis the monetary value for the purchase of required clothing for District-covered CalPERS Classic Members, i.e., employees hired on or before December 31, 2012. The parties analyzed the value and determined it shall not exceed \$230.00 per fiscal year, unless an additional uniform authorization is necessary. The parties agree that, to the extent permitted by law, this is special compensation and shall be reported as such pursuant to Title 2 CCR, Section 571(a)(5) Statutory Items. The parties also agree that the District has no additional obligation or costs should the State of California or the IRS determine otherwise.

5.5 Safety Equipment. If the District requires the use of any equipment or gear to ensure the safety of an employee or others, the District shall provide such equipment or gear.

5.6 Cell Phones. Plant Manager I and II shall be provided a District cell phone to conduct District business. A \$50.00 per month stipend, in lieu of overtime payments, will be paid to Plant Manager I and II in consideration for required cell phone business calls made and received before and after normal work hours.

ARTICLE 6 – HEALTH AND WELFARE BENEFITS

6.1 Primary Benefits. The District shall contribute towards the cost of medical, dental, life, vision care, disability for classified employees, and accidental death /dismemberment insurance benefits for all eligible and active employees who work at least 4 hours per day in a regular classified position and the employee's eligible dependents. All plans shall be selected by the District. The health and welfare benefit

plans have been recommended by the District Insurance Committee for calendar years 2018 and 2019.

6.1.1 Medical Insurance.

- A Preferred Provider Organization (PPO) major medical insurance plan for all employees and their dependents with \$275 deductible per person, maximum of \$1,100 per family.
- An Exclusive Provider Organization (EPO) major medical insurance plan.

6.1.2 Life and Accidental Death/Dismemberment Insurance. A group life and accidental death/dismemberment insurance for employee and life insurance protection for employee's spouse and eligible children.

6.1.3 Dental Insurance.

- A PPO dental insurance coverage plan. (No deductible.)
- An HMO dental insurance coverage plan.

6.1.4 Vision Care Insurance. A PPO vision care insurance coverage plan.

6.1.5 Mental Health and Substance Abuse Plan. Alcohol, drug abuse, and psychological care.

6.1.6 Short Term Income Protection Plan. Up to two years, with a 60 day elimination period, 66.6% of income not to exceed \$5,000 monthly benefit.

6.1.7 Hearing Aids. Hearing aids and annual hearing examination as required by a physician.

6.2 COBRA. All eligible employees who retire/terminate from the Anaheim Union High School District shall be eligible to participate in COBRA.

6.3 Insurance Committee. The Association may name 1 regular members to the District Insurance Committee. Attendance at the meetings will not count against union business as described in 14.1. The Insurance Committee will review cost containment measures to reduce the cost of benefits and make recommendations on benefit modifications to the plan.

The Association and the District negotiation teams will work to reach an agreement

on such cost containment provisions and upon agreement, recommendations shall be submitted for ratification. The current maximum District contribution to the blended

super composite rate for calendar year 2018 is \$15,759. There will not be an employee contribution for calendar year 2018.

The District and the Association agree to negotiate Article 6, Health & Welfare Benefits between October 2nd and October 31st in an effort to negotiate any plan changes or other cost containment measures. If no agreement between the District and the Association regarding the current maximum District and employee contributions for the succeeding calendar year is reached prior to November 1 of each year, then the current benefits plans shall carry over to the following plan year and the District is authorized to initiate payroll deductions beginning with the first paycheck in February for the difference between an average of the super composite rates of the PPO and EPO from current year and the average of the super composite rates for the succeeding calendar year.

6.4 Retiree Health Benefits.

6.4.1 All employees who were hired/promoted to management prior to April 6, 2007, and who retire with 15 or more years of permanent service to the District, and who meet the CalSTRS/CalPERS retirement requirements, and who have not attained the age of 60, and who are permanent personnel in the employment of the District, and who are not otherwise covered by any similar programs provided through social security or other retirement plans, and who wish to participate in the major medical, including prescription coverage, and dental portion of the fringe benefit compensation package may do so and the District will pay medical and dental benefits for retiree only.

6.4.2 All employees who were hired/promoted to management on or after April 6, 2007, and who retire with 15 or more years of permanent service to the District, and who meet the CalSTRS/CalPERS retirement requirements, and who have not attained the age of 60, and who are permanent personnel in the employment of the District, and who are not otherwise covered by any similar programs provided through social security or other retirement plans, and who wish to participate in the major medical, including prescription coverage, and dental portion of the fringe benefit compensation package may do so by depositing in advance with the District the monthly amount of the premium(s). To remain eligible for the District paid major medical and dental benefit coverage from ages 60-64, the retiree must deposit the monthly amount of the premium from the date of retirement until age 60.

6.4.3 All employees who were hired/promoted to management on or after April 6, 2007, and who retire with 15 or more years of permanent service to the District, and who meet the CalSTRS/CalPERS retirement requirements, and ages 60-65, and who are permanent personnel in the employment of the District, and who are not otherwise covered by any similar programs provided through social security or other retirement plans shall be provided with major medical, including prescription coverage, and dental portions of the fringe benefits compensation package for the retiree only, at no cost to him/her.

6.4.4 On the 1st day of the month immediately preceding the date that a retiree attains age 65, or becomes eligible for Medicare whichever occurs first, retiree coverage shall terminate. At this time, if the retiree is eligible for Medicare, the retiree who wishes to participate in a Medicare supplement plan, including prescription coverage, and dental portions of the fringe benefits compensation package from the District may do so by depositing the monthly amount of the premium(s) established each year.

6.4.5 All retired employees will receive no greater health benefit plans than those offered current, active employees. It is recognized that from time to time the health benefit plans including but not limited to deductibles and co-pays may change and therefore there shall also be health benefit plan changes for retirees. As a result, no retiree health benefit plans shall be greater or more beneficial than those health benefit plans provided active employees.

6.5 Eligibility. All employees in the bargaining unit who work at least four (4) hours per day in a regular classified position shall be covered under the programs provided in Section 6.1 of this Article.

Employees on approved unpaid leave of absence shall be eligible to participate in COBRA.

6.6 IRS Section 125 – Flexible Benefit Plan. The District shall provide an Internal Revenue Service Section 125 Plan for unit members. Such plan will include but not be limited to authorized eligible medical and dependent care expenses. The plan administrator for the IRS Section 125 Plan shall be selected by the District. Participation by employees in the plan shall be voluntary.

ARTICLE 7 – VACATION

7.1 Vacation Accrual. Earned vacation shall not be utilized until completion of the initial 6 months of employment in the District, unless permission is given by the District.

7.1.1 Every employee shall earn vacation at the prescribed rate. Vacation shall also be earned during any paid leave of absence.

7.1.2 Employees shall be entitled to vacation with pay, computed as follows:

12 month employees	23 days per fiscal year
10 month employees	21 days per fiscal year

7.2 Scheduling. Earned vacation shall be taken at times requested by employees and approved by the immediate supervisor. In order to facilitate planning, coordination of work amongst employees and supervisor's response to employees, each employee shall submit a vacation calendar for that school/fiscal year before the end of the first working month of the employee's work year. Changes to vacation calendar may be amended during the year utilizing the same approval process. All vacation requests shall be given a response by the requesting employee's supervisor within ten working days. Employees are encouraged to schedule vacations during periods when students are not in session.

7.2.1 All vacation days earned by regular full time employees with less than 5 years of service in the District must be taken within 12 months following the period in which earned and may not be accumulated beyond this period. Regular fulltime employees, after 5 years of service may "save" up to 6 days of vacation earned during the preceding year to be used within the following year for an extended vacation, not to exceed 29 working days, subject to the scheduling provisions in Section 7.2.

7.2.2 Vacation may, with the approval of the employee's immediate supervisor, be taken at any time during the school year. If the employee is not permitted to take his/her full annual vacation, the amount not taken shall accumulate for use in the next year or be paid for, in cash, at the option of the District. The employee may be granted vacation during the school year, even though not earned at the time the vacation is taken, with the approval of the immediate supervisor.

7.2.3 A vacation once having commenced may be terminated by the employee upon notice to his/her manager for reasons including the employee becoming ill, returning to work, being laid off, being terminated from employment, or death of a member of the immediate family.

7.3 Vacation Accrual Payment/Deduction Upon Termination of Employment. On separation from service, the employee shall be entitled to lump sum

compensation for all earned and unused vacation at the rate of pay applicable to his/her last regular assignment, except that employees who have not completed 6 months employment in regular or restricted status shall not be entitled to such

compensation. In case of termination, vacation time owed the District shall be deducted from the employee's final paycheck.

7.4 Vacation Carry-Over. Employees may accumulate vacation credit to a total 29 days from previous years. Vacation to be carried-over in excess of the vacation entitlement requires approval of the Superintendent or designee. When an employee is not permitted to take their full annual vacation, the amount not taken shall accumulate for use in the next year or be paid for, in cash, at the option of the Superintendent or designee.

7.5 Vacation Scheduling for Probationary Employees. Probationary employees may take vacation as approved by their supervisor. During the probation period, vacation may only be taken after days have been earned unless approved by supervisor, Employees shall accumulate vacation from their date of hire at the regular rate of pay earned at the time the vacation is commended.

7.6 Vacation upon Termination of Employment. Employees who resign, retire or are terminated and have taken vacation not yet earned, will have a prorated amount deducted from their final paycheck. On separation from service, the employee shall be entitled to lump sum compensation for all earned and unused vacation at the rate of pay applicable to their last regular assignment.

ARTICLE 8 – HOLIDAYS

8.1 Paid Holidays. A holiday schedule shall be adopted yearly by the Board of Trustees yearly. This schedule shall provide for 14 holidays, to include the following: Independence Day, Labor Day, Veterans Day, Thanksgiving Day, Day after Thanksgiving, Christmas Day, Day Before or After Christmas, New Year's Day, Day Before or After New Year's Day, Martin Luther King, Jr. Day, Lincoln Day, Washington Day, Friday of Spring Break, and Memorial Day.

8.2 Holiday Eligibility. An employee must be in paid status on the working day immediately preceding or succeeding the holiday to be paid for the holiday.

8.3 Holiday Pay. Any day defined as a paid holiday by Section 8.1 shall be paid at the regular rate of pay the employee would have received had the employee worked that day.

8.4 Pay for Working on a Holiday. Employees required to work on a holiday shall be paid their regular pay for the holiday, plus one and one-half times their regular rate of pay for all hours worked on the holiday. Compensatory time off may be earned at the same rate.

8.5 Weekend Holidays. When a holiday falls on Saturday, the holiday shall be observed on the preceding work day. When a holiday falls on Sunday, the holiday shall be observed on the succeeding work day.

ARTICLE 9 - LEAVES OF ABSENCE

9.1 General Leave Provisions.

9.1.1 Report of Absence. All employees must submit a report of absence form for any leave. In instances where the District has a need for verification, the employee shall be required to provide appropriate verification, which may include a physician's report, for any leave that he/she is claiming. Any payment made for a leave provided in this Article shall either be charged to the appropriate leave, refunded by the employee or deducted from his/her next paycheck.

9.1.2 Notice of Absences. Employees shall notify their manager at least 24 hours in advance, or as soon as possible.

9.1.3 The District retains the right to verify leaves.

9.2 Leaves of Absence With Pay.

9.2.1 Sick Leave.

9.2.1.1 Food Service Manager I employees shall be granted 10 sick leave days per fiscal year. Plant Manager I and II employees shall be granted 14.4 sick leave days per fiscal year.

9.2.1.2 Employees working less than full-time assignments shall be entitled to receive on a pro-rata basis the sick leave amount provided in 9.2.1.1 above.

9.2.1.3 Probationary employees' sick leave days shall be prorated from the date of hire.

9.2.1.4 Permanent employees shall be credited at the beginning of

each fiscal year with the number of full-pay sick leave days provided for their assignment year.

9.2.1.5. There shall be no limit to the year to year accumulation of unused full-pay sick leave.

9.2.1.6 The Assistant Superintendent, Personnel Services or designee may require any employee to report for a-physical examination when in his/her judgment it is apparent that the employee or the District may be harmed if the condition is allowed to continue. The District shall pay for any such required examination.

9.2.1.7 For absences of more than 3 days or when there is a question as to the extent and duration of the disability, or the employee's ability to return to work, the District may require the employee to submit to an examination by a physician selected by the employee and the District. The selection must take place within 48 hours after the District's request. In the event the physician is not mutually selected within the time limit, the District shall select the physician from among those physicians under consideration by the employee and the District. The District shall pay for the medical examination. The employee will be given a copy of the physician's report. Such medical reports shall be submitted to the Assistant Superintendent of Human Resources or designee Director of Human Resources who shall maintain the confidentiality of such reports. Employees shall sign release for medical records so that District can review the medical records.

9.2.2 Industrial Injury and Illness Leave.

9.2.2.1 Eligibility. The provisions of this section shall apply to employees who have probationary and permanent status in the classified service.

9.2.2.2 Industrial Leave Allowance. An employee absent from duty because of industrial injury or illness resulting from a regular assignment and qualifying under the provisions of the workers' compensation insurance law, shall be allowed for each injury or illness, full salary from the first day of absence to and including the last day of absence not to exceed 60 working days. Allowable leave under this section shall not be accumulative from year to year.

9.2.2.3 Normal Wage Amount. Payment for wages lost on any day shall not, when added to an award granted the employee under the Worker's Compensation laws of this state, exceed the normal wage for the day. The normal wages for the day shall, in the case of employees paid on an hourly basis, be based on the assigned time of the employees.

9.2.2.4 Use of Other Leaves. If an employee is still receiving worker's compensation insurance benefits after entitlement to industrial injury or illness leave is exhausted, he/she shall then be placed on regular sick leave. If, when an employee goes on regular sick leave he/she is receiving worker's compensation insurance benefits, he/she shall be entitled to use only so much of such other sick leave benefits which, when added to worker's compensation insurance benefits, provide for a normal full day's wage or salary.

9.2.2.5 Leave After Worker's Compensation. If the employee is no longer receiving worker's compensation insurance benefits but is still unable to return to work as determined by the District's designated medical provider or his physician, he/she shall then be placed on regular sick leave.

9.2.2.6 After Exhaustion of All Available Leaves. When all available leaves of absences have been exhausted and the employee is not medically able to assume the duties of his/her position, he/she shall be placed on a re-employment list for a period of 39 months.

9.2.3 Employment During Extended Sick Leave. Employees while on sick or other paid leave may not attain other employment that occurs during the employee's normal work hours, or similar employment that occurs at any time during the paid leave. In other words, an employee while on sick or other paid leave shall not work elsewhere in a similar position.

9.2.4 Personal Necessity Leave. Employees may use up to 10 days of sick leave in any fiscal year in cases of personal necessity. Personal necessity may be used for circumstances that meet all of the following criteria: Are of a serious nature, and which the unit member cannot be expected to disregard, and which necessitate the immediate attention of the unit member, and which cannot be accommodated during off-duty hours.

9.2.4.1. Such leave may not be used for seeking other employment, rendering paid services, for recreational activities or for withholding services.

9.2.4.2. A unit member shall be allowed to use 2 days of personal necessity leave each school year which will not be charged against his/her accumulated sick leave.

9.2.5 Bereavement Leave. Employees shall be granted 3 days of paid leave, or 5 days if out of state travel is required, on account of the death of a member of his/her immediate family. Members of the immediate family, as used in this section, means the mother, father, grandmother, grandfather, or a grandchild of the employee or of the spouse or registered domestic partner of the employee, and the spouse, son, son-in-law, daughter, daughter-in-law, brother, brother-in-law, or sister, sister-in-law of the employee or registered domestic partner, domestic partner, or any relative living in the immediate household of the employee or registered domestic partner. In exceptional circumstances, the Superintendent may grant 2 additional days.

9.2.6 Military Leave. Employees shall be granted any military leave to which they are entitled, under law, as classified school employees. Employees shall be required to request military leaves in writing and shall supply the District with orders and status reports.

9.2.7 Parental Leave

9.2.7.1 Upon request, pregnant unit members shall be granted fully paid maternity leave for up to six weeks after the birth of a child. Additional maternity leave of up to six weeks shall be unpaid except that unit members may utilize accumulated sick leave (under section 9.2.1 and its subsections), and/or accumulated vacation leave (under Article 7), and/or extended sick leave during that time.

9.2.7.2 Upon request, non-pregnant unit members shall be granted parental leave for up to twelve weeks after the birth of a child of the employee, or the placement of a child with an employee in connection with the adoption or foster care of the child by the employee. Said leave shall be limited to a total of twelve weeks leave during any twelve month period and shall be unpaid except that unit members may utilize accumulated sick leave (under section 9.2.1 and its subsections), and/or accumulated vacation leave (under Article 7),

and/or extended sick leave during that time. Parental leave will be provided in accordance with existing law.

9.3 Leaves of Absence Without Pay.

9.3.1 Family Care Leave.

9.3.1.1 Employees shall be granted leave to which they are entitled in accordance with the provisions of the California Family Rights Act of 1993 (CFRA) and The Family and Medical Leave Act of 1993 (FMLA).

9.3.1.2 The District shall pay the employer's regular health benefits contributions for up to 90 days during the 12 month period. The District may recover the District's contribution if the employee fails to return from leave, except if the employee is in continuation, recurrence, or onset of a serious health condition, or something else beyond the employee's control.

9.3.1.3 An employee requesting Family Care Leave for any purpose may, at the employee's option, use accumulated vacation, or other applicable paid leave provided for in this Agreement. The total amount of permissible Family Care Leave shall be reduced by the amount of other leave used.

9.3.2 Effects of Leave Without Pay.

9.3.2.1 Time elapsed while on leave of absence without pay shall not be counted toward seniority for promotion, compensation, sick leave, or vacation privileges, unless the leave of absence is granted for government service.

9.3.2.2 Leaves of absence without pay shall be approved by the Board of Trustees on an annual basis. While on leave employees eligible for benefits shall be provided the opportunity to participate in the medical and dental programs at the employee's expense.

9.3.3 Cancellation of Leave.

9.3.3.1 The District may, upon evidence that the cause for granting it was misrepresented or has ceased to exist, cancel any leave of absence and the employee shall then report for duty no later than the third working day following receipt of notification of such cancellation.

9.3.3.2 The employee may request to cancel a leave of absence and the employee will be notified in writing of the District's decision.

9.3.4 Employment While on Leave. An employee while on unpaid leave of absence previously approved by the Board of Trustees may not accept other employment that occurs during the employee's normal work hours without the prior written approval of the Board of Trustees.

ARTICLE 10 - EVALUATION PROCEDURES

10.1 Evaluation. Each employee shall be evaluated by a designated manager. The following schedule for evaluating employees shall be followed:

10.1.1 Probationary Employees. All employees will serve 12 full months in a probationary status. Probationary employees shall be evaluated by the fourth, eighth, and eleventh months of employment on the form entitled, "Performance Evaluation Report." (Attachment B) Probationary employees may be dismissed without cause, with or without an evaluation at any time during the 12 months of probation.

10.1.2 Permanent Employees. Permanent employees should be evaluated at least once every other year on the form entitled, "Performance Evaluation Report."

10.1.3 Probationary or permanent employees may be evaluated more frequently if the District manager or principal believes that an evaluation would benefit the work performance of the employee.

10.2 Evaluation Forms. The current Performance Evaluation Report is attached to the agreement as Attachment B. Should the Personnel Commission propose to amend the Performance Evaluation Report, then the proposed amendments shall be subject to negotiations between the parties.

10.3 Discussion of Evaluation. The evaluator shall discuss the performance evaluation report with the employee. The employee shall sign the evaluation form to indicate receipt, and he/she shall be given a signed copy.

10.4 Placement in Personnel File. Performance evaluation reports shall be filed in the employee's official personnel file and shall be available for review by the employee.

10.5 Employees Response. The employee may, within 10 working days of receipt of the performance evaluation form, attach a response, which will be included in the official personnel file.

10.6 Unsatisfactory Evaluations and Written Improvement Plan. An employee who receives an evaluation with an unsatisfactory rating will be expected to improve his/her performance to such an extent that a reevaluation within 90 calendar days may reflect an overall satisfactory rating. The employee will also receive during the evaluation conference a written improvement plan receive a plan of improvement which shall include specific comments and evidence of the unsatisfactory performance or behavior. The improvement plan shall provide written guidance to assist the employee in correcting any deficiencies and improving performance. The improvement plan shall also include steps the supervisor will take to assist the employee with the improvement plan. Failure to make such an improvement in performance will constitute sufficient grounds for disciplinary action.

10.7 Appeal Process. Any grievance under this Article shall be limited to a claim that the above procedures have been violated.

ARTICLE 11- PERSONNEL FILES

11.1 Materials in Personnel Files. Materials in personnel files of employees which may serve as a basis for or affect the status of their employment, are to be made available for the inspection of the person involved. Such materials are not to include ratings, reports., or records which: (1) were obtained prior to the employment of the person involved; (2) were prepared by identifiable examination committee members; or, (3) were obtained in connection with a promotional examination.

11.2 Inspection of Personnel File by Employee. Every employee shall have the right to inspect such material upon request, provided that the request is made at a time when such person is not actually required to render services to the District.

11.3 Derogatory Information. Information of a derogatory nature, except material mentioned in Section 11.1, shall not be placed in the employee's personnel file until the employee is given 10 working days notice and an opportunity to review and comment thereon. An employee shall have the right to have attached to any such

derogatory statement, his/her own comments. The employee's signature on this form does not necessarily indicate agreement with the entry.

11.4 Inspection of Personnel File by Association. The Association shall have the right to review a unit member's personnel file when accompanied by the employee.

ARTICLE 12 – LAYOFF AND REEMPLOYMENT

12.1 Notice. Whenever it is considered necessary by the District's Board of Trustees to reduce the number of employees or hours because of lack of work or lack of funds, the District shall give written notice to affected employees of their layoff at least 60 calendar days prior to the effective date of the layoff and the employees shall be informed of their displacement rights, if any, and reemployment rights. Failure of the employee to retrieve delivered mail or respond to notifications by the U.S. Postal Service of attempted delivery shall not be grounds for voiding notice or staying the timeliness for layoff. For purpose of this Rule, when a notice is mailed, the 5th working day following the mailing date is considered the date of receipt.

12.2 Order of Layoff. Whenever an employee is laid off, the order of layoff within the class shall be determined by length of service. The term length of service means hire date as a probationary and/or permanent employee in the class. The employee with the last hire date in the class, plus higher classes, shall be laid off first. Reemployment shall be in the reverse order of layoff. If two or more employees have the same hire date as a probationary employee, the determination of who shall be laid off first, shall be made by lot.

12.3 Displacement (Bumping) Rights. A classified employee who is laid off from a class and has achieved permanency in an equal or lower class shall have the right to displace a less senior employee in the equal or lower class.

12.4 Voluntary Demotion or Transfer. Employees who take voluntary demotions or voluntary reductions in assignment to a vacant position in lieu of layoff shall be, at the employee's option, returned to a position their former class or to positions with increased assigned time as vacancies become available, and with no time limit, except that they shall be ranked in accordance with their seniority on any reemployment list.

12.5 Reemployment Rights.

12.5.1 Employees who have been laid off shall be placed on reemployment lists by job classification and in order of seniority. A reemployment list shall remain in force for a period of 39 months. Persons on such a list shall be reemployed in preference to new applicants.

12.5.2 Employees who take voluntary demotions or voluntary reductions in assigned time in lieu of layoff or to remain in their present positions rather than be reclassified or reassigned, shall be granted the same rights as persons laid off and shall retain eligibility to be considered for reemployment for an additional period of up to 24 months; provided that the same tests of fitness under which they qualified for the appointment shall still apply.

12.6 Reemployment and Acceptance. Any employee who is laid off and is subsequently eligible for reemployment shall be notified in writing by the District of an opening. Such notice shall be sent by certified mail to the last address given to the District by the employee. Offers of reemployment are made by the Human Resources Department.

12.6.1 Employees who have been laid off will be offered reemployment in vacant positions in their former classifications according to seniority. Such employees will be offered reemployment while their names remain on the recall or reemployment list.

12.6.2 The District shall by certified mail, offer to the employee with the highest seniority on the reemployment list any vacancy to which the employee has a reemployment right.

12.6.3 While a reemployment list is in effect, no new employees shall be hired in classifications for which employees have reemployment rights, until all employees on the reemployment list have first been offered and declined the position.

12.6.4 An employee on a reemployment list will be given by the District one offer of full reinstatement, with two weeks to return to District employment.

12.6.5 Offers of reemployment are to fill vacant positions and may be at a different work location than the one from which the employee was laid off.

12.7 Retirement in Lieu of Layoff. An employee who is eligible to retire under CalPERS may elect to retire in lieu of layoff. Such employee shall, at least ten work days prior to the effective date of the proposed layoff, complete and submit a form provided by the District for this purpose.

12.8 Completeness of Article. The Association and the District agree that the above provisions in this Article shall be the full and complete agreement between the parties concerning layoff including the reduction of hours, reemployment due to layoff, voluntary demotion in lieu of layoff, voluntary reduction in hours in lieu of layoff, and the effects of such matters.

ARTICLE 13 – CONCERTED ACTIVITIES

13.1 Concerted Activities. The Association hereby agrees that neither it nor its officers, officials, agents, or representatives shall incite, encourage or participate in any strike, walkout, slowdown, or other work stoppage against the District during the life of this Agreement. In the event of a strike, walkout, slowdown, or work stoppage in violation of this Agreement, the Association and its respective officers, agents, and representatives will do everything reasonably within their power to end or avert the same.

13.2 Disciplinary Action. Any unit members engaging in or assisting any strike, slowdown, work stoppage, or other interference with the District's operations in violation of this Article shall be subject to disciplinary action up to and including termination.

ARTICLE 14 – GRIEVANCE PROCEDURE

14.1 Definitions.

14.1.1 A grievance is a claim by one or more specifically named employees alleging that there has been a violation of the specific terms of this Agreement. In no case shall this definition include the terms of any statute, law, regulation, handbook, procedure, policy or other document. Terms that are allegedly violated in the filing of a grievance shall relate only to the precise language of this Agreement and shall not include any other language construed to be part of this contract, either by inference or reference, or discipline of an employee.

14.1.2 A grievant is an employee alleging a grievance.

14.1.3 A manager, for purposes of this Article, refers to the individual who customarily assigns and reviews the activities of the grieving employee.

14.1.4 A representative is an individual designated by the MMA.

14.1.5 Day or days shall mean any weekday on which the administrative offices of the District are open for business to the general public.

14.1.6 Reference to any management representative shall include any designee.

14.2 Conditions.

14.2.1 If the employee files any grievance other than under this procedure, then the District shall not be required to process the same claim or set of facts under this procedure.

14.2.2 The failure of the employee to act on any grievance within the prescribed time limits will act as a bar to any further appeal. The District's failure to give a decision within the time limits shall permit the grievant to proceed to the next step. The time limits, however, may be extended by mutual agreement in writing.

14.2.3 The grievant shall have the right to be accompanied by a MMA representative at each Step in the grievance procedure commencing at Step Two.

14.2.4 All materials concerning the employee's grievance shall be kept in a file separate from the employee's personnel file.

14.3 Procedures.

14.3.1 Step One – Informal Resolution.

14.3.1.1 Employees and their immediate supervisor should attempt to resolve a potential grievance as soon as practical.

14.3.1.2 No later than 10 days after an alleged grievance occurs, the employee shall inform the immediate supervisor of the alleged grievance.

14.3.1.3 The immediate supervisor shall make his/her decision known to the grievant in writing within 10 workdays of learning of the potential grievance.

14.3.2 Step Two – Immediate Supervisor. If the grievance cannot be resolved at Step One, the grievant shall reduce the allegation and remedy sought to writing on the District Grievance Form. Within 10 days of the immediate supervisor's written decision, the grievant must file a completed copy of the Grievance Form with the immediate supervisor. The immediate supervisor shall provide a written decision to the grievant within 10 days of receipt of the grievance.

14.3.3 Step Three – Assistant Superintendent, Personnel Services or Designee. Within 10 days of the written decision in Step Two above, the grievant must file a completed copy of the Grievance Form to the Assistant Superintendent, Personnel Services. The Assistant Superintendent, Personnel Services or designee will provide a written decision to the grievant within 10 days of receipt of the grievance.

14.3.4 Step Four – Mediation. Within 10 days of the written decision in Step Three above, the grievant must file a completed written request for mediation with the Office of State Mediation & Conciliation with a copy to the Assistant Superintendent, Personnel Services. The Superintendent or designee will provide a written decision to the grievant within 10 days of receipt of the grievance.

14.3.5 Step Five – Arbitration.

14.3.5.1 Submission to Arbitration. If the Association is not satisfied with the decision at Step 3, the grievance may be submitted, by the Union, to arbitration, provided that notification of the submission to arbitration is given to the Superintendent within 15 days of the Association's receipt of the Step 3 decision.

14.3.5.2 Selection of Arbitrator. The Association and the District shall agree upon an arbitrator. If no agreement is reached within 10 days, the parties shall request the Public Employment Relations Board submit to the Association and the District the names of 7 arbitrators, all of whom are located in Southern California, and who are members of the National Academy of Arbitrators. Each party shall alternatively strike a name until only 1 name remains who shall be the arbitrator. The party who strikes the first name shall be determined by lot.

14.3.5.3 Hearing: Arbitrator's Decision. The arbitrator selected in accordance with paragraph 14.3.5.2 above shall conduct a hearing

promptly. The arbitrator shall hear the issues presented, and shall render a decision promptly, but in no event later than 30 calendar days from the date of the hearing or 30 calendar days from the deadline for filing post-hearing briefs, whichever occurs later.

14.3.5.4 Fees and Expenses. The fees and expenses of the arbitrator and the hearing shall be borne equally by the parties. All other expenses, including witness fees, conferees, etc., shall be borne by the party incurring them.

14.3.5.5 Statement of Issues. The arbitrator shall be limited to deciding the issue(s) submitted to him/her. If the parties cannot agree upon a statement of the issues, the arbitrator shall determine the issue(s). In cases of procedural disputes regarding arbitrability, the parties agree that such questions of procedural arbitrability shall be decided by the arbitrator.

14.3.5.6 Limitations Upon Arbitrator. The arbitrator shall have no power to alter, amend, change, add to, or subtract from any of the terms of this Agreement, but shall determine only whether or not there has been a misapplication, misinterpretation or violation of the Agreement, in the respect alleged in the grievance and the appropriate remedy. The decision of the arbitrator shall be based solely upon evidence and arguments presented by the respective parties in the presence of each other, and upon arguments presented in briefs. This Agreement constitutes a collective bargaining agreement between the parties which shall be interpreted and applied to the parties by the arbitrator in the same manner as any other collective bargaining agreement under the laws of the State of California.

The function and purpose of the arbitrator is to determine disputed interpretations of terms actually found in the Agreement, or to determine disputed facts upon which the application of the Agreement depends. The arbitrator shall therefore not have authority to decide any issue not submitted or to interpret or apply the Agreement so as to change what can fairly be said to have been the intent of the parties as determined by generally accepted rules for contract construction. Past practice of the parties in interpreting or applying terms of this Agreement may be relevant evidence, but shall not be used so as to justify, or result in, a modification (whether by addition or detracting) of the written terms of this Agreement.

The arbitrator shall only have the power to render an award on grievances occurring while this Agreement is in effect.

The arbitrator may hear and determine only 1 grievance at a time unless the parties expressly agree otherwise. Both parties will in good faith endeavor to handle cases which involve the same or similar facts and issues in an expeditious and convenient manner.

No decision rendered by the arbitrator shall be retroactive beyond the beginning of the last payroll period prior to the 20 day period specified in Step 1 of the grievance procedure.

14.3.5.7 Rules of Procedure. The decision of the arbitrator, within the limits herein prescribed, shall be binding on the Association, the District and the grievant.

ARTICLE 15 - SEVERABILITY AND SAVINGS

15.1 Validity of Provisions. If any provision of this Agreement or any application of this Agreement is determined to be void or invalid, such provision shall be inoperative, but all other provisions shall not be affected and shall continue in full force and effect.

15.2 Validity of Articles. In the event that any Article or Section of an Article is held invalid or enforcement of or compliance with which has been restrained as above set forth, the parties affected thereby shall enter into immediate negotiations, upon the request of the ASSOCIATION or the District, for purposes of arriving at a mutually satisfactory replacement for such Article or Section during the period of invalidity or restraint.

ARTICLE 16 – CONTRACTING OUT

16.1 Work normally performed by employees in this bargaining unit shall not be contracted out unless it can be done without transfer or layoff.

ARTICLE 17 – DURATION, CONCLUSION OF MEET AND NEGOTIATE AND COMPLETE AGREEMENT AND CONDITIONS

17.1 Term. This Agreement shall be in effect from the date of final ratification by both parties for a period of three years, the remainder of 2018-19, 2019-20 and 2020-

21, until June 30, 2021. The salary schedule, Attachment A, shall be in effect for the 2017-18 fiscal year, effective July 1, 2017.

The following two articles after providing public notice at a meeting of the Board of Trustees will be reopened for negotiations for fiscal years 2018-19, 2019-20, and 2020-21:

- (1) Article 5 – Salary & Allowances
- (2) Article 6 - Health & Welfare Benefits

The full contract may be reopened for negotiations at the option of the Association or the District commencing in the last month of this Agreement, June 2021, following the Association and District "sunshining" of negotiation proposals.

17.2 Reopener Negotiations. The District and the Association agree that all negotiable items have been discussed during the negotiations leading to this Agreement, including salaries and benefits, and conditions of employment, and therefore the District and the Association further agree that negotiations will not be reopened on any item during the term of this Agreement, except by mutual agreement of the District and the Association, or as expressly provided otherwise in this Agreement, regarding Article 5 – Salary & Allowances and Article 6 - Health & Welfare Benefits.

17.3 Conclusion of Meet and Negotiate. The District and the Association agree that this Agreement is intended to cover all matters related to wages, hours, and all other terms and conditions of employment and that during the term of the Agreement neither the District nor the Association, without mutual agreement, will be required to meet and negotiate on any of the matters that have been negotiated in this agreement, subject to the reopening of Article 5 – Salary & Allowances and Article 6 – Health & Welfare Benefits per Section 17.1.

17.4 and signatures on next page.

17.4 Complete Agreement. This Agreement shall constitute the full and complete agreement between the parties and shall supersede and cancel all previous agreements, both written and oral. This Agreement may be altered, changed, added to, deleted from or modified only through the voluntary mutual consent of the parties in a written and signed amendment to this Agreement.

FOR THE ANAHEIM UNION
HIGH SCHOOL DISTRICT

FOR THE ANAHEIM UNION
HIGH SCHOOL DISTRICT MID-
MANAGERS ASSOCIATION

By: Brad Jackson
Brad Jackson
Assistant Superintendent
Human Resources

By: James Patanella
James Patanella
Association President
Food Service Manager I

By: Jennifer Root
Jennifer Root
Assistant Superintendent
Business Services

By: Alfred Bill, Jr.
Alfred Bill, Jr.
Plant Manager I

By: Orlando Grigo
Orlando Grigo
Director, Food Service

By: Ted Gorkin
Ted Gorkin
Plant Manager I

By: Lance Bidnick
Lance Bidnick
Director, Maintenance and Operations

By: Rigo Perez
Rigo Perez
Plant Manager II

By: Spencer E. Covert
Spencer E. Covert
Chief Spokesperson

By: Melvin Stevens
Melvin Stevens
Plant Manager I

**ANAHEIM UNION HIGH SCHOOL DISTRICT
MID-MANAGERS UNION
2018/2019 SALARY SCHEDULE**
Effective 7/1/18 - BOT Approved 5/7/19

Salary Range	Position Title	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
2	PLANT MANAGER I	4,395.00	4,555.00	4,731.00	4,911.00	5,095.00	5,283.00	5,391.00	5,488.00	5,599.00	5,705.00	Monthly
3	** FOOD SERVICE SITE MANAGER I	4,488.00	4,662.00	4,839.00	5,028.00	5,224.00	5,429.00	5,534.00	5,641.00	5,752.00	5,862.00	Monthly
4	PLANT MANAGER II	4,602.00	4,776.00	4,954.00	5,141.00	5,340.00	5,544.00	5,647.00	5,755.00	5,865.00	5,977.00	Monthly
5		4,701.00	4,888.00	5,075.00	5,276.00	5,479.00	5,690.00	5,805.00	5,919.00	6,034.00	6,152.00	Monthly

Each longevity step stands on its own and is not cumulative nor compounded. Longevity:
 2% plus \$533 after ten (10) years of service with AUHSD
 4% plus \$1585 additional after fifteen (15) years of service with AUHSD
 7% plus \$2,918 additional after twenty (20) years of service with AUHSD
 10% plus \$3,807 additional after twenty-five (25) years of service with AUHSD
 12% plus \$3,807 additional after thirty (30) years of service with AUHSD

* Overtime Exempt
 ** Ten Month Employees

**ANAHEIM UNION HIGH SCHOOL DISTRICT CLASSIFIED PERSONNEL DEPARTMENT
PERFORMANCE EVALUATION REPORT**

CLICK AND ENTER DATA IN THE APPROPRIATE AREAS

Employee Name:		Employee Status:		Location Name:	
Class Title:		Employee ID #:	Due Date:	Location	If Unscheduled Report, Mark Here <input type="checkbox"/>
A	B	C	D	SECTION A	
Not Satisfactory	Requires Improvement	Effectively Meets Standards	Exceeds Standards	Factor Check List: Immediate supervisor must mark each factor in the appropriate column.	
				Does not apply	Probationary Regular: <input type="checkbox"/> 3 months <input type="checkbox"/> 5 months
					Probationary Administrator: <input type="checkbox"/> 4 months <input type="checkbox"/> 8 months <input type="checkbox"/> 11 months
					Permanent Classified Employee: <input type="checkbox"/> Bi-Annual Report
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	SECTION B: Record job STRENGTHS and superior performance.
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	-See Appendix A, Section B
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	SECTION C: Record PROGRESS ACHIEVED in attaining previously set
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	goals for improved work performance for personal or job qualifications.
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	-See Appendix A, Section C
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	SECTION D: Record specific GOALS or IMPROVEMENT PROGRAMS
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	to be undertaken during next evaluation period.
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	-See Appendix A, Section D
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	SECTION E: Specify work performance deficiencies or job behavior
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	requiring improvement or correction. Explain checks in column A & B.
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	-See Appendix A, Section E
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
ADDITIONAL FACTORS					
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	SUMMARY EVALUATION Mark overall performance
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> Not satisfactory <input type="checkbox"/> Requires improvement
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> Effective-meets standards <input type="checkbox"/> Exceeds Standards
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Comments:
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
FACTORS FOR SUPERVISORS					
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Rater: _____ Title: _____
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Raters Signature: _____ Date: _____
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Reviewer: (If none, so indicate)
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Reviewer's Signature: _____ Title: _____ Date: _____
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	EMPLOYEE: I certify that this report has been discussed with me. I understand my signature does not necessarily indicate agreement.
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> A response will be made (by mutual agreement) on (Date): _____
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> A response was submitted on (Date): _____
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> No response
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Employee Signature: _____
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Date: _____

DISTRIBUTION: Personnel (original), Employee (copy), Supervisor, Principal, or Administrator (copy)

Appendix A

Employee Name:	Location:	Date Due:
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SECTION B: Record job STRENGTHS and superior performance.

--

SECTION C: Record PROGRESS ACHIEVED in attaining previously set goals for improved work performance for personal or job qualifications.

--

SECTION D: Record specific GOALS or IMPROVEMENT PROGRAMS to be undertaken during next evaluation period.

--

SECTION E: Specify work performance deficiencies or job behavior requiring improvement or correction.

--

Tentative Agreement between Anaheim Union High School District and Mid-Managers Association for the 2018-19 school year.

Article 5-Compensation and Allowances

For the 2018-19 school year, there shall be a wage increase of one and three-fourths percent (1.75%) applied to the entire classified (Mid-Managers Association) salary schedule referenced herein as Attachment A for all bargaining unit members. Wage shall include all employees in a regular classified position on or after July 1, 2018. All 2018-19 wage increases referenced herein and above shall be retroactive to July 1, 2018.

Article 9-Leaves of Absence

9.2.7 Parental Leave

9.2.7.1 Upon request, pregnant unit members shall be granted fully paid maternity leave for up to six weeks after the birth of a child. Additional maternity leave of up to six weeks shall be unpaid except that unit members may utilize accumulated sick leave (under section 9.2.1 and its subsections), and/or accumulated vacation leave (under Article 7), and/or extended sick leave during that time.

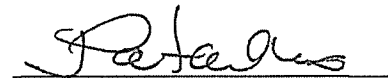
9.2.7.2 Upon request, non-pregnant unit members shall be granted parental leave for up to twelve weeks after the birth of a child of the employee, or the placement of a child with an employee in connection with the adoption or foster care of the child by the employee. Said leave shall be limited to a total of twelve weeks leave during any twelve month period and shall be unpaid except that unit members may utilize accumulated sick leave (under section 9.2.1 and its subsections)), and/or accumulated vacation leave (under Article 7), and/or extended sick leave during that time. Parental leave will be provided in accordance with existing law.

April 24, 2019



Brad Jackson
Assistant Superintendent
Human Resources

April 24, 2019



James Patanella
President
Mid-Managers Association

**ANAHEIM UNION HIGH SCHOOL DISTRICT
MID-MANAGERS UNION
2017/2018 SALARY SCHEDULE**
Effective 7/1/18 - BOT Approved (12/13/18) - REVISED 5/7/19

Salary Range	Position Title	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
2	PLANT MANAGER I	4,319.00	4,477.00	4,650.00	4,827.00	5,007.00	5,192.00	5,298.00	5,394.00	5,503.00	5,607.00	Monthly
3	** FOOD SERVICE SITE MANAGER I	4,411.00	4,582.00	4,756.00	4,942.00	5,134.00	5,336.00	5,439.00	5,544.00	5,653.00	5,761.00	Monthly
4	PLANT MANAGER II	4,523.00	4,694.00	4,869.00	5,053.00	5,248.00	5,449.00	5,550.00	5,656.00	5,764.00	5,874.00	Monthly
5		4,620.00	4,804.00	4,988.00	5,185.00	5,385.00	5,592.00	5,705.00	5,817.00	5,930.00	6,046.00	Monthly

Each longevity step stands on its own and is not cumulative nor compounded. Longevity:
 2% plus \$524 after ten (10) years of service with AUHSD
 4% plus \$1558 additional after fifteen (15) years of service with AUHSD
 7% plus \$2,868 additional after twenty (20) years of service with AUHSD
 10% plus \$3,742 additional after twenty-five (25) years of service with AUHSD
 12% plus \$3,742 additional after thirty (30) years of service with AUHSD

* Overtime Exempt
 ** Ten Month Employees

EXHIBIT W

Anaheim Union High School District 2019-2020

EXHIBIT X

Student/Teacher Calendar

July 2019					November 2019					March 2020				
1	2	3	4*	5					1	2	3	4	5	6<
8	9	10	11	12	4	5	6	7	8	9	10	11	12	13
15	16	17	18	19	11*	12	13	14	15	16	17	18	19	20
22	23	24	25	26	18	19	20	21	22	23	24	25	26	27*
29	30	31			25	26	27	28*	29*	30	31			
August 2019					December 2019					April 2020				
			1	2	2	3	4	5	6			1	2	3
5 ⁺⁺	6+	7	8	9	9	10	11	12	13	6	7	8	9	10
12	13	14	15	16	16	17	18	19 [#]	20<	13	14	15	16	17
19	20	21	22	23	23	24*	25*	26	27	20	21	22	23	24
26	27	28	29	30	30	31*				27	28	29	30	
September 2019					January 2020					May 2020				
2*	3	4	5	6			1*	2	3					1
9	10	11	12	13	6	7	8	9	10	4	5	6	7	8
16	17	18	19	20	13	14	15	16	17	11	12	13	14	15
23	24	25	26	27	20*	21	22	23	24	18	19	20 [#]	21<	22+
30					27	28	29	30	31 ⁺⁺	25*	26	27	28	29
October 2019					February 2020					June 2020				
	1	2	3	4<	3	4	5	6	7	1	2	3	4	5
7 ⁺⁺	8	9	10	11	10*	11	12	13	14	8	9	10	11	12
14	15	16	17	18	17*	18	19	20	21	15	16	17	18	19
21	22	23	24	25	24	25	26	27	28	22	23	24	25	26
28	29	30	31							29	30			



School Begins



Non-Student/Non-Teacher Day



Holidays

+ Teacher Day; No Students

++ Staff Development Day; No students

< End of the Quarter or Semester
And Minimum Day for Students

Minimum Day for H.S. Students Only

— Underlined Days (May 26-June 1) are subject to change to regular school days if it becomes necessary to bring the total school days up to State minimum.

Quarter	Days	Dates			
1	42	Aug	7	--	Oct 4
2	48	Oct	8	--	Dec 20
3	41	Jan	6	--	Mar 6
4	49	Mar	9	--	May 21

180 Student Days
185 Teacher Days

Progress Reports Due
Fridays at 10:00 a.m. at the site on:

September 13, 2019
November 8, 2019
February 7, 2020
April 17, 2020

Grades Due Fridays at
10:00 a.m. at the site on:

October 11, 2019
January 10, 2020
March 20, 2020
May 22, 2020

Anaheim Union High School District 2020-2021

EXHIBIT Y

Student/Teacher Calendar

July 2020					November 2020					March 2021				
		1	2	3*	2	3	4	5	6	1	2	3	4	5
6	7	8	9	10	9	10	11*	12	13	8	9	10	11	12<
13	14	15	16	17	16	17	18	19	20	15	16	17	18	19
20	21	22	23	24	23	24	25	26*	27*	22	23	24	25	26*
27	28	29	30	31	30					29	30	31		
August 2020					December 2020					April 2021				
3	4	5	6	7		1	2	3	4				1	2
10++	11+	12*	13	14	7	8	9	10	11	5	6	7	8	9
17	18	19	20	21	14	15	16	17#	18<	12	13	14	15	16
24	25	26	27	28	21	22	23	24*	25*	19	20	21	22	23
31					28	29	30	31*		26	27	28	29	30
September 2020					January 2021					May 2021				
	1	2	3	4					1*	3	4	5	6	7
7*	8	9	10	11	4	5	6	7	8	10	11	12	13	14
14	15	16	17	18	11	12	13	14	15	17	18	19	20	21
21	22	23	24	25	18*	19	20	21	22	24	25	26#	27<	28+
28	29	30			25	26	27	28	29++	31*				
October 2020					February 2021					June 2021				
			1	2	1	2	3	4	5		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>
5	6	7	8	9<	8*	9	10	11	12	7	8	9	10	11
12++	13	14	15	16	15*	16	17	18	19	14	15	16	17	18
19	20	21	22	23	22	23	24	25	26	21	22	23	24	25
26	27	28	29	30						28	29	30		



School Begins



Non-Student/Non-Teacher Day



Holidays

+ Teacher Day; No Students

++ Staff Development Day; No students

< End of the Quarter or Semester
And Minimum Day for Students

Minimum Day for H.S. Students Only

— Underlined Days (June 1-June 4) are subject to
change to regular school days if it becomes
necessary to bring the total school days up to State
minimum.

Quarter	Days	Dates			
1	42	Aug	12	--	Oct 9
2	43	Oct	13	--	Dec 18
3	46	Jan	4	--	Mar 12
4	49	Mar	15	--	May 27

180 Student Days
185 Teacher Days

Progress Reports Due Fridays
10:00 a.m. at the site on:
September 18, 2020
November 13, 2020
February 5, 2021
April 23, 2021

Grades Due Fridays
10:00 a.m. at the site on:
October 16, 2020
January 8, 2021
March 19, 2021
May 28, 2021

**SECOND
AMENDMENT TO THE AGREEMENT
BETWEEN THE
ANAHEIM UNION HIGH SCHOOL DISTRICT
AND
ENVIRONMENTAL NETWORK CORPORATION**

This Amendment Agreement is made and entered into this 8th day of May, 2019 (“Effective Date”), by and between the **Anaheim Union High School District**, 501 Crescent Way, Anaheim, California 92801 (“District”), and **Environmental Network Corporation**, 16700 Valley View Ave, Suite 100, La Mirada, California 90638 (“Consultant”), for hazardous materials abatement and monitoring services.

WHEREAS, the District and Consultant entered into an agreement on April 14, 2017, setting forth the terms and conditions under which the Consultant would perform professional services for hazardous materials abatement and monitoring services (“Agreement”), in connection with the District’s facilities and maintenance projects requiring preparation of plans and specifications for bidding or monitoring of hazardous materials (“Project” or “Projects”);

WHEREAS, the District and Consultant subsequently agreed to amend the Agreement by vote of the Board of Trustees on March 6, 2018;

WHEREAS, the term of the Agreement is from April 14, 2017 to April 14, 2019;

WHEREAS, the Board of Trustees of the District limited the expenditures under the agreement not to exceed \$110,000 for EPA/AHERA inspections and \$300,000 for hazardous material abatement consulting services;

WHEREAS, the scope of services under the Agreement have expanded due to additional Projects;

WHEREAS, the District and Consultant desire to amend the Agreement;

NOW, THEREFORE, District and Consultant hereby agree to modify the Agreement with the following:

1. The term of this Agreement shall be extended until April 14, 2020. Neither District nor Consultant shall have any obligations to the other after April 14, 2020 unless amended by written agreement.
2. The authorized expenditures under this Agreement shall be increased not to exceed \$220,000 for EPA/AHERA inspections and reports, and \$550,000 for hazardous material abatement and consulting services.
3. All other terms and conditions of the Agreement shall remain in force.

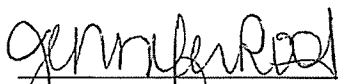
IN WITNESS WHEREOF, this Amendment Agreement entered into as of the day and year first written above.

DISTRICT

CONSULTANT

Anaheim Union High School District

Environmental Network Corporation



Jennifer Root
Assistant Superintendent - Business

Bill Bohning
Vice President

**Declaring Certain Furniture as Unusable, Obsolete,
and/or Out-of-Date and Ready for Sale, or Destruction**

Quantity	Description
	N/A

**Declaring Certain Equipment as Unusable, Obsolete,
and/or Out-of-Date and Ready for Sale, or Destruction**

Quantity	Description
4	Computers
1	Food Mixer
1	Freezer
41	Keyboards
4	Monitors
8	Mouse
19	Televisions
18	Television Mounts
12	VCR's

**Declaring Certain Equipment/Vehicles as Unusable, Obsolete,
and/or Out-of-Date and Ready for Sale, or Destruction**

Quantity	Vehicle No	Year	Make	Vehicle Vin.
1	#256	6/7/1985	Dodge	1BFRD14H0FS585079

Declaring Certain Textbooks and Instructional Materials as Unusable, Obsolete, and/or Out-of-Date, Damaged, and Ready for Sale or Destruction EXHIBIT 8B

Description	Quantity	Publication Date	General Condition	Reason For Disposition	Compliant Y/N
Computer					
Web Design	1	Outdated	Fair	Obsolete	No To Be Sold
Health					
Glencoe Health	1	Outdated	Fair	Obsolete	No To Be Sold
Glencoe Health TE	1	Outdated	Fair	Obsolete	No To Be Sold
History					
US History	3	Outdated	Fair	Obsolete	No To Be Sold
Library					
Library Books	1983	Outdated	Fair	Obsolete	No To Be Sold
Novels	12	Outdated	Fair	Obsolete	No To Be Sold
Literature					
Literature	6	Outdated	Fair	Obsolete	No To Be Sold
Math					
Algebra	2	Outdated	Fair	Obsolete	No To Be Sold
Algebra 2	1	Outdated	Fair	Obsolete	No To Be Sold
Geometry	3	Outdated	Fair	Obsolete	No To Be Sold
Science					
Life Science	11	Outdated	Fair	Obsolete	No To Be Sold
*Books have been viewed by the Education Division and deemed unusable, obsolete, and/or out-of-date, damaged, and ready for sale, or destruction.					**If not sold, will be destroyed.

DONATIONS

EXHIBIT C C

May 7, 2019

<u>Location</u>	<u>Donated By</u>	<u>Item</u>
Color and Light 19 th Annual Student Art and Photography Exhibition	Anaheim Arts Council	\$500
	Anna L. Piercy	\$400
	Dan and Leah Winter	\$150
Education Division	Anonymous	Dell Inspiron Laptop, Special Youth Services
Walker	Jenifer Sasai	Breakfast Burritos, Teacher In-Service
	Jenifer Sasai	Lunch, Science Department Guest Speaker
	Jenifer Sasai	Clippers Game Tickets, Scholar Dollars Voting

ANAHEIM UHSD

PURCHASE ORDER DETAIL REPORT BY VENDOR NAME

BOARD OF TRUSTEES MEETING 05/07/2019

FROM 04/02/2019 TO 04/25/2019

<u>PO NUMBER</u>	<u>VENDOR</u>	<u>PO TOTAL</u>	<u>ACCOUNT AMOUNT</u>	<u>ACCOUNT NUMBER</u>	<u>PSEUDO / OBJECT DESCRIPTION</u>
M64S0158	123 OFFICE SOLUTION INC.	47,952.20	47,952.20	0100000000 9320	GEN FUND/INC & BALANCE SHEET / STORES
M64R1468	AARDVARK CLAY AND SUPPLIES INC	501.04	501.04	0120005010 4310	ANAHEIM/ART/INSTR / INSTRUCTIONAL MATL &
M64R1377	ABLENET INC.	1,131.38	1,131.38	0147000910 4310	HOPE/LCFF-CONCENTRATION/INSTR /
M64T0580	ACCO BRANDS USA LLC DBA GBC	84.05	84.05	0135257511 4310	EMOTION DISTRB/SE SEP CL/SEV /
M64R1374	ACCURATE LABEL DESIGNS INC.	161.65	161.65	0128140027 4320	CY/SCH ADM/SCH ADM / OTHER OFFICE/MISC
M64R1440	ACCURATE LABEL DESIGNS INC.	267.22	267.22	0122140027 4320	MA/SCH ADM / OTHER OFFICE/MISC SUPPLIES
M64T0463	ACORN MEDIA	449.00	449.00	0120487010 4310	MULTIMEDIA COMPUTER TECH/INSTR /
M64R1481	ADAPTIVATION INC	566.29	566.29	0147000910 4310	HOPE/LCFF-CONCENTRATION/INSTR /
M64T0522	ADORAMA	8,703.66	3,037.08	0120487010 4310	MULTIMEDIA COMPUTER TECH/INSTR /
			5,666.58	0120487010 4410	MULTIMEDIA COMPUTER TECH/INSTR / EQUIPMENT
M64S0138	ADVANTAGE WEST INVESTMENT ENTE	9,380.72	9,380.72	0100000000 9320	GEN FUND/INC & BALANCE SHEET / STORES
M64S0141	ADVANTAGE WEST INVESTMENT ENTE	1,257.18	1,257.18	0100000000 9320	GEN FUND/INC & BALANCE SHEET / STORES
M64S0147	ADVANTAGE WEST INVESTMENT ENTE	1,367.89	1,367.89	0100000000 9320	GEN FUND/INC & BALANCE SHEET / STORES
M64S0153	AIRSUPPLY TOOLS INC.	154.90	154.90	0100000000 9320	GEN FUND/INC & BALANCE SHEET / STORES
M64R1387	ALL AMERICAN SIGN COMPANY INC	181.40	181.40	0144140027 4320	LEX/SCH ADM/SCH ADM / OTHER OFFICE/MISC
M64R1389	ALL AMERICAN SIGN COMPANY INC	317.44	317.44	0144140027 4320	LEX/SCH ADM/SCH ADM / OTHER OFFICE/MISC
M64T0547	AMDI	315.93	315.93	0147000910 4310	HOPE/LCFF-CONCENTRATION/INSTR /
M64C0138	AMERICAN CASUAL	2,098.97	2,098.97	0138400010 4310	BA/MANDATED 1-TIME FUNDS/INSTR /
M64T0507	APPLE INC	492.37	492.37	0119257011 4310	SEVER HDCP/SE SEP CL/SEV / INSTRUCTIONAL
M64T0508	APPLE INC	8,162.11	8,162.11	0128000910 4410	CY/LCFF-CONCENTRATION/INSTR / EQUIPMENT -
M64T0519	APPLE INC	481.64	481.64	0121385010 4310	WE/TITLEIV/INSTR / INSTRUCTIONAL MATL &
M64T0528	APPLE INC	1,960.31	513.92	0123381010 4310	SA/TITLE I/INSTR / INSTRUCTIONAL MATL &
			1,446.39	0123381010 4410	SA/TITLE I/INSTR / EQUIPMENT -
M64T0544	APPLE INC	406.17	406.17	0119159511 4310	SYS/ACCOUNTS RECEIVABLE / INSTRUCTIONAL



ANAHEIM UHSD

PURCHASE ORDER DETAIL REPORT BY VENDOR NAME

BOARD OF TRUSTEES MEETING 05/07/2019

FROM 04/02/2019 TO 04/25/2019

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M64T0548	APPLE INC	807.81	807.81	0147385010 4310	HOPE/TITLE IV/INSTR / INSTRUCTIONAL MATL &
M64T0555	APPLE INC	1,318.17	1,318.17	0121385010 4410	WE/TITLEIV/INSTR / EQUIPMENT -
M64T0556	APPLE INC	2,539.90	149.66	0153386010 4310	TITLE IV - SAAE (VAPA) / INSTRUCTIONAL MATL &
			2,390.24	0153386010 4410	TITLE IV - SAAE (VAPA) / EQUIPMENT -
M64T0559	APPLE INC	770.32	770.32	0123000910 4410	SA/LCFF-CONCENTRATION/INSTR / EQUIPMENT -
M64T0560	APPLE INC	8,162.11	8,162.11	0123000010 4410	SA/INSTR / EQUIPMENT - NON-CAPITALIZED
M64T0569	APPLE INC	551.39	551.39	0153386010 4310	TITLE IV - SAAE (VAPA) / INSTRUCTIONAL MATL &
M64T0570	APPLE INC	1,969.49	1,969.49	0134000910 4410	WA/LCFF-CONCENTRATION/INSTR / EQUIPMENT -
M64T0503	APPLIED EDUCATIONAL SYSTEMS IN	599.00	599.00	0153385021 5880	SP/TITLE IV,PART A/SUPV INSTR / OTHER
M64T0512	ARTS ATTACK	330.00	330.00	0135000910 5880	DA/LCFF-CONCENTRATION/INSTR / OTHER
M64R1466	AUDIO DYNAMIX INC	4,326.17	4,326.17	0153386010 4410	TITLE IV - SAAE (VAPA) / EQUIPMENT -
M64T0567	AUDIO DYNAMIX INC	949.30	949.30	0135000910 4410	DA/LCFF-CONCENTRATION/INSTR / EQUIPMENT -
M64T0550	AUDIO RESOURCE GROUP INC	4,482.40	4,482.40	0121381110 6490	WESTERN/TITLE I/PARENTING / EQUIPMENT -
M64A0297	AUGMENTATIVE COMMUNICATION	2,000.00	2,000.00	0119283021 5821	SYS/SUPV INST / LEGAL FEES
M64X0452	AUHSD	10,000.00	10,000.00	0172595072 4390	SS/SHORT STAY VISIT PROG FEE / MEETING
M64R1421	AVID CENTER	3,300.00	3,300.00	0132381010 5210	OR/ECIA1/INSTR / TRAVEL AND CONFERENCE
M64R1362	AWARDS BY PAUL	431.00	431.00	0128002010 4310	CY/BUS ED/INSTR / INSTRUCTIONAL MATL &
M64T0481	B AND H PHOTO VIDEO INC	2,848.53	2,848.53	0121000910 4410	WE/LCFF-CONCENTRATION/INSTR / EQUIPMENT -
M64T0505	B AND H PHOTO VIDEO INC	380.81	380.81	0140000910 4310	SO/LCFF-CONCENTRATION/INSTR /
M64T0506	B AND H PHOTO VIDEO INC	569.71	569.71	0135000910 4410	DA/LCFF-CONCENTRATION/INSTR / EQUIPMENT -
M64T0509	B AND H PHOTO VIDEO INC	1,793.66	1,262.10	0121385010 4310	WE/TITLEIV/INSTR / INSTRUCTIONAL MATL &
			531.56	0121385010 4410	WE/TITLEIV/INSTR / EQUIPMENT -
M64T0510	B AND H PHOTO VIDEO INC	215.05	215.05	0121000910 4310	WE/LCFF-CONCENTRATION/INSTR /
M64T0511	B AND H PHOTO VIDEO INC	175.92	175.92	0121385010 4310	WE/TITLEIV/INSTR / INSTRUCTIONAL MATL &

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M64T0516	B AND H PHOTO VIDEO INC	1,688.93	193.94	0140385010 4310	SO/TITLE IV/INSTR / INSTRUCTIONAL MATL &
			1,494.99	0140385010 4410	SO/TITLE IV/INSTR / EQUIPMENT -
M64T0517	B AND H PHOTO VIDEO INC	43.08	43.08	0112112072 4320	PURCHASING/GENL ADM / OTHER OFFICE/MISC
M64T0518	B AND H PHOTO VIDEO INC	655.24	655.24	0140000910 4310	SO/LCFF-CONCENTRATION/INSTR /
M64T0521	B AND H PHOTO VIDEO INC	115.11	115.11	0121385010 4310	WE/TITLEIV/INSTR / INSTRUCTIONAL MATL &
M64T0546	B AND H PHOTO VIDEO INC	645.42	645.42	0140381110 4410	TITLE I - PARENTING / EQUIPMENT -
M64T0557	B AND H PHOTO VIDEO INC	1,709.12	1,709.12	0123000910 4410	SA/LCFF-CONCENTRATION/INSTR / EQUIPMENT -
M64T0561	B AND H PHOTO VIDEO INC	1,351.34	1,351.34	0123025040 4410	SA/ASB/ANCIL / EQUIPMENT - NON-CAPITALIZED
M64T0562	B AND H PHOTO VIDEO INC	282.74	282.74	0121000910 4310	WE/LCFF-CONCENTRATION/INSTR /
M64T0573	B AND H PHOTO VIDEO INC	70.26	70.26	0122000910 4310	MA/LCFF-CONCENTRATION/INSTR /
M64R1458	BACH COMPANY, THE	203.87	203.87	0132261012 4310	SE RES SP(RSP)/SE RES SP/INSEV / INSTRUCTIONAL
M64R1483	BACH COMPANY, THE	206.49	206.49	0125381010 4310	KA/ECIAI/INSTR / INSTRUCTIONAL MATL &
M64T0563	BANCTEC INC.	1,890.00	1,890.00	0108108077 5610	INFO SYSTEM/DP / REPAIRS/MAINT - O/S SERVICES
M64R1504	BAND SHOPPE	3,131.51	3,131.51	0121000910 4410	WE/LCFF-CONCENTRATION/INSTR / EQUIPMENT -
M64R1416	BARNES AND NOBLE	129.25	129.25	0125545010 4310	KA/A VID DESTINATION GRADUATION /
M64R1497	BAVCO	5,748.48	5,748.48	0121230081 6490	WESTERN/GENERAL/MO / EQUIPMENT - OTHER
M64R1368	BLICK ART MATERIALS LLC	163.87	163.87	0138489810 4310	BA/TUPE COHORT M (2018-20) / INSTRUCTIONAL
M64R1369	BLICK ART MATERIALS LLC	1,174.51	1,174.51	0135489810 4310	WA/TUPE COHORT M (2018-20) / INSTRUCTIONAL
M64R1375	BLICK ART MATERIALS LLC	226.37	226.37	0147257011 4310	SEVER HDCP/SE SEP CL/SEV / INSTRUCTIONAL
M64R1511	BLICK ART MATERIALS LLC	1,739.58	1,739.58	0125385010 4410	KA/TITLE IV/INSTR / EQUIPMENT -
M64R1526	BLICK ART MATERIALS LLC	638.14	638.14	0128073010 4310	CY/ART HISTORY/INSTR / INSTRUCTIONAL MATL
M64T0453	BRAINPOP LLC	2,041.86	2,041.86	0132000910 5880	OR/LCFF-CONCENTRATION/INSTR / OTHER
M64T0457	BRAINPOP LLC	1,895.00	1,895.00	0140000910 4310	SO/LCFF-CONCENTRATION/INSTR /
M64R1407	BRIDGEPORT GOLF CARS	8,770.00	8,770.00	0120000010 4410	ANAHEIM/INSTR / EQUIPMENT -

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M64R1409	BSN SPORTS	2,315.03	2,315.03	0142054010 4310	OXFORD/AFTSCHL/ANCIL / INSTRUCTIONAL MATL
M64R1446	BSN SPORTS	2,225.26	2,225.26	0142028040 4310	OX/ATHLET/ANCILLARY / INSTRUCTIONAL MATL
M64R1512	BSN SPORTS	11,897.76	2,995.00 8,902.76	0128028010 5610 0128028010 6490	CY/ATHLET/INSTR / REPAIRS/MAINT - O/S CY/ATHLET/INSTR / EQUIPMENT - OTHER
M64R1515	BSN SPORTS	4,713.33	4,713.33	0137054040 4310	SY/AFTSCHL/ANCIL / INSTRUCTIONAL MATL &
M64R1394	BSN SPORTS LLC	972.30	972.30	0120027010 4310	ANAHEIM/PHYS ED/INSTR / INSTRUCTIONAL MATL
M64R1478	BSN SPORTS LLC	7,964.34	5,024.92 2,939.42	0120000910 4310 0120000910 4410	AN/LCFF-CONCENTRATION/INSTR / AN/LCFF-CONCENTRATION/INSTR / EQUIPMENT -
M64X0450	BUDDY'S ALL STARS INC	2,000.00	2,000.00	0123028081 5630	SAVANNA/ATHLETICS/MAINT /
M64T0464	BUDGET CHALLENGE	400.00	400.00	0127002010 4310	KE/BUS ED/INSTR / INSTRUCTIONAL MATL &
M64C0126	BUSWEST LLC	2,263.47	2,263.47	0179113036 4376	GARAGE/TRANS-REG ED/TRANSPORT / TRANS
M64R1485	CAL BUILDING SYSTEMS INC	7,303.00	7,303.00	0110230081 5610	MAINTENANCE/MO / REPAIRS/MAINT - O/S
M64R1459	CALIFORNIA YELLOW CAB	1,000.00	1,000.00	0172381731 4310	TITLE I-MC KINNEY VENTO/GUID /
M64R1505	CAPISTRANO GOLF CARS INC	1,512.98	1,286.47 76.51	0131595010 1103 0131595010 4310	BR/SHORT STAY/SCHL ADMIN / TEACHERS - BR/SHORT STAY/SCHL ADMIN / INSTRUCTIONAL
M64R1519	CARNEGIE LEARNING INC.	1,059.75	150.00 1,059.75	0131595010 5610 0116400010 4150	BR/SHORT STAY/SCHL ADMIN / REPAIRS/MAINT - ED/MANDATED 1-TIME FUNDS/INSTR / TEXTS -
M64R1424	CAROLINA'S ITALIAN RESTAURANT	1,099.04	1,099.04	0120405010 4390	TRANSP GRANT/INSTR / MEETING EXPENSE - FOOD
M64T0568	CDW GOVERNMENT INC.	3,057.05	3,057.05	0134385010 4410	WA/TITLE IV/INSTR / EQUIPMENT -
M64R1384	CIF SOUTHERN SECTION	80.00	80.00	0120028040 5310	AN/ATHLET/ANCILLARY / DUES AND
M64R1431	CITY OF ANAHEIM	2,192.00	2,192.00	0115916040 5880	BAND SPECTACULAR/ANCIL / OTHER OPERATING
M64R1429	COLLEGE ENTRANCE EXAMINATION B	1,552.00	1,552.00	0123000910 5880	SA/LCFF-CONCENTRATION/INSTR / OTHER
M64S0148	COMPLETE OFFICE OF CA	102.79	102.79	0100000000 9320	GEN FUND/INC & BALANCE SHEET / STORES
M64S0144	CONTINENTAL CHEMICAL AND SANIT	13,787.69	13,787.69	0100000000 9320	GEN FUND/INC & BALANCE SHEET / STORES
M64A0293	CULVER NEWLIN	523.20	523.20	0135140027 4410	DALE/SCH ADM/SCH ADM / EQUIPMENT -

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M64A0295	CULVER NEWLIN	327.29	327.29	0168400010 4310	GIL/MANDATED 1-TIME FUNDS/INST /
M64A0299	CULVER NEWLIN	327.29	327.29	0168400010 4310	GIL/MANDATED 1-TIME FUNDS/INST /
M64A0302	CULVER NEWLIN	1,802.92	1,101.47	0168000010 4310	GI SOUTH/INSTR / INSTRUCTIONAL MATL &
			701.45	0168400010 4310	GIL/MANDATED 1-TIME FUNDS/INST /
M64R1396	CYPRESS HIGH SCHOOL	1,600.00	1,600.00	0153000910 4390	SP PR/LCFF-SUPPLEMENTAL / MEETING EXPENSE -
M64C0136	DAKTRONICS	2,150.00	2,150.00	0138231081 5610	BALL/ELECTRIC/MO / REPAIRS/MAINT - O/S
M64R1385	DECKER INC	7,781.29	1,750.16	0134400081 4347	WA/MANDATED COST/M & O / OPERATIONS
			6,031.13	0134400081 4410	WA/MANDATED COST/M & O / EQUIPMENT -
M64R1380	DEMCO INC	143.37	143.37	0132001024 4315	LIBRARY / LIBRARY/MEDIA/TECH SUPPLIES
M64T0486	DIGITAL NETWORKS GROUP INC	200.77	200.77	0123000910 4310	SA/LCFF-CONCENTRATION/INSTR /
M64R1475	DON JOHNSTON INC	1,618.19	1,618.19	0147000910 4310	HOPE/LCFF-CONCENTRATION/INSTR /
M64T0565	EIDIM AV TECHNOLOGY	1,490.39	1,490.39	0153386010 4410	TITLE IV - SAAE (VAPA) / EQUIPMENT -
M64R1499	ELLISON EDUCATIONAL EQUIP.INC.	187.69	113.75	0132001024 4315	LIBRARY / LIBRARY/MEDIA/TECH SUPPLIES
			73.94	0132257011 4310	SEVER HDCP/SE SEP CL/SEV / INSTRUCTIONAL
M64C0130	FERGUSON ENTERPRISES INC	1,012.85	7.69	0142230081 4345	OXFORD/GENERAL/MO / OPERATIONS SUPPLIES -
			1,005.16	0142230081 4410	OXFORD/GENERAL/MO / EQUIPMENT -
M64R1382	FIRE SPRINKLER INSPECTIONS INC	550.00	550.00	2638731185 6240	BA/BOND SERIES 2018 - MEAS H / PRELIMINARY
M64R1383	FIRE SPRINKLER INSPECTIONS INC	550.00	550.00	2637731185 6240	SY/BOND SERIES 2018 - MEAS H / PRELIMINARY
M64R1433	FIVE STAR RUBBER STAMP INC	141.21	141.21	0115115021 4320	EDUCATION/SUPV INST / OTHER OFFICE/MISC
M64R1372	FLINN SCIENTIFIC INC	951.00	951.00	0140000910 4310	SO/LCFF-CONCENTRATION/INSTR /
M64R1376	FLINN SCIENTIFIC INC	908.54	908.54	0140000910 4310	SO/LCFF-CONCENTRATION/INSTR /
M64R1415	FOLLETT SCHOOL SOLUTIONS INC.	3,813.80	3,813.80	0125381010 4310	KA/ECIA1/INSTR / INSTRUCTIONAL MATL &
M64R1386	G M BUSINESS INTERIORS	421.85	421.85	0127140027 4320	KE/SCH ADM / OTHER OFFICE/MISC SUPPLIES
M64S0142	GALE SUPPLY CO	671.84	671.84	0100000000 9320	GEN FUND/INC & BALANCE SHEET / STORES
M64C0144	GIANNELLI ELECTRIC INC.	7,346.00	7,346.00	0137231081 5610	SY/ELECTRIC/MO / REPAIRS/MAINT - O/S SERVICES

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M64R1494	GLASBY MAINTENANCE SUPPLY CO.	651.89	651.89	0110230081 4410	MAINTENANCE/MO / EQUIPMENT -
M64S0143	GLASBY MAINTENANCE SUPPLY CO.	585.99	585.99	0100000000 9320	GEN FUND/INC & BALANCE SHEET / STORES
M64R1503	GLOWFORGE INC	5,920.86	5,920.86	0161000010 6490	INDEPENDENT STUDY/INSTR / EQUIPMENT -
M64R1486	GOLDEN STATE PAVING CO INC	800.00	800.00	0137238081 5610	PAVSY/ING/MO / REPAIRS/MAINT - O/S SERVICES
M64R1397	GOPHER SPORTS EQUIPMENT	808.18	808.18	0134535010 4310	WA/PE UNIFORM/INSTR / INSTRUCTIONAL MATL &
M64R1423	GOPHER SPORTS EQUIPMENT	395.14	395.14	0168000910 4310	GIL/LCFF-CONCENTRATION/INSTR /
M64R1427	GOPHER SPORTS EQUIPMENT	3,007.29	3,007.29	0168000910 4310	GIL/LCFF-CONCENTRATION/INSTR /
M64R1428	GOPHER SPORTS EQUIPMENT	2,324.35	1,538.85	0168000910 4310	GIL/LCFF-CONCENTRATION/INSTR /
			785.50	0168000910 4410	GIL/LCFF-CONCENTRATION/INSTR / EQUIPMENT -
M64R1448	GOPHER SPORTS EQUIPMENT	458.22	458.22	0168400010 4310	GIL/MANDATED I-TIME FUNDS/INST /
M64R1460	GOPHER SPORTS EQUIPMENT	6,648.11	3,846.84	0128027010 4310	CY/PHYS ED/INSTR / INSTRUCTIONAL MATL &
			2,801.27	0128027010 4410	CY/PHYS ED/INSTR / EQUIPMENT -
M64S0149	GORM INC	220.46	220.46	0100000000 9320	GEN FUND/INC & BALANCE SHEET / STORES
M64T0502	GOV CONNECTION INC	2,401.86	2,401.86	0108108077 5880	INFO SYSTEM/DP / OTHER OPERATING EXPENSES
M64T0454	GOVERNMENTJOBS.COM	2,497.50	2,497.50	0105105072 5880	CLASS HR/GENL ADM / OTHER OPERATING
M64T0455	GOVERNMENTJOBS.COM	9,392.20	9,392.20	0105105072 5880	CLASS HR/GENL ADM / OTHER OPERATING
M64R1521	GRAMMY MUSEUM	166.00	166.00	0138000910 5880	BA/LCFF-CONCENTRATION/INSTR / OTHER
M64T0552	GRAYBAR ELECTRIC COMPANY	18,588.65	18,588.65	0108400510 6490	EIT/ONE-TIME FUNDING (2017-18) / EQUIPMENT -
M64T0549	GST INC.	3,845.92	3,845.92	0140000910 4310	SO/LCFF-CONCENTRATION/INSTR /
M64C0134	HALDEMAN INC.	682.00	682.00	0121235081 4410	WESTERN/HVAC/MO / EQUIPMENT -
M64R1493	HAULAWAY STORAGE CONTAINERS IN	375.00	375.00	0140230081 5610	SOUTH/GENERAL/MO / REPAIRS/MAINT - O/S
M64R1528	HCI SYSTEMS INC	21,478.00	21,478.00	2635731185 6276	DA/BOND SERIES 2018 - MEAS H / INTERIM
M64R1398	HENRY SCHEIN INC.	668.05	668.05	0123028010 4310	SA/ATHLET/INSTR / INSTRUCTIONAL MATL &
M64R1489	HILLYARD FLOOR CARE SUPPLY	863.92	863.92	0111220081 4410	OPERATIONS - GENERAL / EQUIPMENT -

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M64R1490	HILLYARD FLOOR CARE SUPPLY	48,756.99	48,756.99	0111221081 4347	OPERATIONS - CUSTODIAL / OPERATIONS
M64S0137	HILLYARD FLOOR CARE SUPPLY	218.73	218.73	0100000000 9320	GEN FUND/INC & BALANCE SHEET / STORES
M64R1500	HOUGHTON MIFFLIN HARCOURT	211.49	211.49	0121252011 4310	WE/MILD MODERATE/SE SEP CL/NSE /
M64R1502	HOUGHTON MIFFLIN HARCOURT	203.53	203.53	01222261012 4310	SE RES SP(RSP)/SE RES SP/NSEV / INSTRUCTIONAL
M64T0467	HP DIRECT	2,155.00	2,155.00	0128000910 4410	CY/LCFF-CONCENTRATION/INSTR / EQUIPMENT -
M64T0468	HP DIRECT	1,077.50	1,077.50	0121000910 4410	WE/LCFF-CONCENTRATION/INSTR / EQUIPMENT -
M64T0469	HP DIRECT	4,310.00	4,310.00	0121000910 4410	WE/LCFF-CONCENTRATION/INSTR / EQUIPMENT -
M64R1434	IDENTICARD SYSTEMS WORLDWIDE I	323.25	323.25	0104104072 4320	CERT HR/GENL ADM / OTHER OFFICE/MISC
M64R1456	INTERNATIONAL E Z UP INC	364.20	364.20	0168400010 4310	GIL/MANDATED 1-TIME FUNDS/INST /
M64R1463	INTERNATIONAL E Z UP INC	2,016.66	2,016.66	0128489810 4410	CY/TUPE COHORT M (2018-2020) / EQUIPMENT -
M64A0305	IVL CONTRACTORS INC	188,900.00	188,900.00	2623731185 6221	SA/BOND SERIES 2018 - MEAS H / BUILDING
M64R1491	J AND A FENCE	5,750.00	5,750.00	0124232081 5610	LOARA/FENCE/MO / REPAIRS/MAINT - O/S
M64R1496	JACKSONS A S BREA F M P	2,310.93	2,310.93	0110230081 4410	MAINTENANCE/MO / EQUIPMENT -
M64R1461	JIM'S MUSIC CENTER	68,298.82	13,478.44	0153591510 4310	SPECIAL PROG/LOC GIFTS & GRNTS /
			54,820.38	0153591510 4410	SPECIAL PROG/LOC GIFTS & GRNTS / EQUIPMENT -
M64A0304	JM AND J CONTRACTORS	499,785.00	499,785.00	2544710085 6221	LEX/DEVELOPER FESS/ACQ / BUILDING PORTABLE
M64R1442	JOHNSON CONTROLS	2,803.44	2,803.44	0110230081 4355	MAINTENANCE/MO / MAINTENANCE SUPPLIES
M64R1404	JONES SCHOOL SUPPLY	210.70	210.70	0132000910 4310	OR/LCFF-CONCENTRATION/INSTR /
M64R1441	JUNIOR LIBRARY GUILD	2,079.73	2,079.73	0122000910 4210	MA/LCFF-CONCENTRATION/INSTR / BOOKS AND
M64R1453	JUNIOR LIBRARY GUILD	2,236.03	2,236.03	0168381010 5880	GI/TITLE I/INSTR / OTHER OPERATING EXPENSES
M64R1465	KEYBOARD CONCEPTS INC.	9,156.60	9,156.60	0124385010 6490	LO/TITLE IV/INSTR / EQUIPMENT - OTHER
M64R1455	KUSTOM IMPRINTS	754.23	754.23	0137027010 4310	SY/PHYS ED/INSTR / INSTRUCTIONAL MATL &
M64T0459	KUTA SOFTWARE	251.52	251.52	0168000910 5880	GI/LCFF-CONCENTRATION/INSTR / OTHER
M64R1363	LAKESHORE CURRICULUM	218.19	218.19	0147257011 4310	SEVER HDCP/SE SEP CL/SEV / INSTRUCTIONAL

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M64R1365	LAKESHORE CURRICULUM	166.46	166.46	0147000910 4310	HOPE/LCFF-CONCENTRATION/INSTR /
M64R1378	LAKESHORE CURRICULUM	128.75	128.75	0147257011 4310	SEVER HDCP/SE SEP CL/SEV / INSTRUCTIONAL
M64A0303	LAW OFFICES OF MICHAEL E. JEWEL	3,000.00	3,000.00	0119283021 5821	SYS/SUPV INST / LEGAL FEES
M64R1447	LONG BEACH USD	775.00	775.00	0128399010 5210	TITLE II IMPR TCHR QUAL - ED / TRAVEL AND
M64X0451	M COACH	9,650.00	9,650.00	0113113036 5620	TRANS/REG-ED/TRANSPORTATION /
M64T0566	MAKEMUSIC INC	700.00	700.00	0153386010 4310	TITLE IV - SAAE (VAPA) / INSTRUCTIONAL MATL &
M64R1457	MEDCO SPORTS MEDICINE	1,358.26	1,358.26	0142028034 4320	OXFORD/ATHLETICS/HEALTH / OTHER
M64R1501	MIKES FALCONRY SUPPLIES INC	117.47	117.47	0111220081 4347	OPERATIONS - GENERAL / OPERATIONS SUPPLIES -
M64A0294	MINDKIND INSTITUTE LLC	61,000.00	61,000.00	0102000572 5810	SUPT/DISTRICT WIDE BUDGET /
M64R1399	MODERN BATTERY SOLUTIONS	1,301.77	935.99	0123000081 4410	SA/MO / EQUIPMENT - NON-CAPITALIZED
			365.78	0123000081 5610	SA/MO / REPAIRS/MAINT - O/S SERVICES
M64R1402	MODERN BATTERY SOLUTIONS	229.00	229.00	0123028010 5610	SA/ATHLET/INSTR / REPAIRS/MAINT - O/S
M64R1454	MUSIC AND ARTS CENTERS	847.99	847.99	0138385010 4310	BA/TITLE IV/INSTR / INSTRUCTIONAL MATL &
M64R1469	MUSIC AND ARTS CENTERS	1,152.00	1,152.00	0132000910 4310	OR/LCFF-CONCENTRATION/INSTR /
M64R1470	MUSIC AND ARTS CENTERS	251.54	251.54	0132000910 4310	OR/LCFF-CONCENTRATION/INSTR /
M64R1473	MUSIC AND ARTS CENTERS	999.88	999.88	0140007010 4310	SOUTH/INS MUS/INSTR / INSTRUCTIONAL MATL &
M64T0462	N2Y LLC	2,073.60	2,073.60	0147000910 5880	HOPE/LCFF-CONCENTRATION/INSTR / OTHER
M64R1373	NASCO	180.16	180.16	0140009010 4310	SOUTH/PHOTO/INSTR / INSTRUCTIONAL MATL &
M64R1507	NASCO	195.89	195.89	0128393010 4310	CY/VEA-2B/INSTR / INSTRUCTIONAL MATL &
M64R1508	NASCO	811.84	811.84	0125385010 4410	KA/TITLE IV/INSTR / EQUIPMENT -
M64R1509	NASCO	432.00	432.00	0128073010 4310	CY/ART HISTORY/INSTR / INSTRUCTIONAL MATL
M64R1510	NASCO	55.82	55.82	0128257011 4310	SEVER HDCP/SE SEP CL/SEV / INSTRUCTIONAL
M64T0452	NEWEGG BUSINESS INC	81.87	81.87	0168000910 4310	GI/LCFF-CONCENTRATION/INSTR /
M64R1379	NIMCO	226.74	226.74	0131489810 4310	BR/TUPE COHORT M (2018-2020) / INSTRUCTIONAL

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M64R1479	NIMCO	493.68	493.68	0140489810 4310	SO/TUPE COHORT M (2018-20) / INSTRUCTIONAL
M64R1393	NORTH ORANGE COUNTY REGIONAL	694.36	694.36	0120595027 4390	AN/SHORT STAY VISIT PROG FEE / MEETING
M64T0456	NORTHSTAR AV LLC	57.11	57.11	0144000010 4310	LEX/INSTR / INSTRUCTIONAL MATL & SUPPLIES
M64T0514	NORTHSTAR AV LLC	1,184.18	285.54	01 2220	GENERAL FUND / MAINTENANCE GLAZER
M64T0572	NORTHSTAR AV LLC	571.08	898.64	0122000910 4310	MA/LCFF-CONCENTRATION/INSTR /
M64R1520	NSPA	1,604.00	571.08	0138000910 4310	BA/LCFF-CONCENTRATION/INSTR /
M64R1432	OCDE	400.00	99.00	0127000910 5210	KE/LCFF-CONCENTRATION/INSTR / TRAVEL AND
M64R1472	OCDE	175.00	1,505.00	0127000910 5880	KE/LCFF-CONCENTRATION/INSTR / OTHER
M64R1364	OFFICE DEPOT	540.22	400.00	0128399010 5210	TITLE II IMPR TCHR QUAL - ED / TRAVEL AND
M64S0150	OFFICE SOLUTIONS BUSINESS PROD	67.24	175.00	0104104072 5210	CERT HR/GENL ADM / TRAVEL AND CONFERENCE
M64R1445	ORANGE COUNTY PUBLIC SAFETY	11,424.00	540.22	0140252011 4310	SO/MILD MODERATE/SE SEP CL/NSE /
M64C0139	ORRAVAN MECHANICAL	465.00	67.24	0100000000 9320	GEN FUND/INC & BALANCE SHEET / STORES
M64A0296	PALAFX PSYCHOLOGICAL	5,500.00	11,424.00	2635731185 6274	DA/BOND SERIES 2018 - MEAS H / CONSTRUCTION -
M64R1476	PALOS SPORTS	9,109.06	465.00	0125235081 5610	KA/HVAC/MO / REPAIRS/MAINT - O/S SERVICES
M64R1439	PAXTON PATTERSON	867.10	5,500.00	0119283039 5850	SYS/OTHER PUPIL / JUDGEMENTS
M64C0128	PC AND MAC EXCHANGE	1,345.80	9,109.06	0135000910 6490	DA/LCFF-CONCENTRATION/INSTR / EQUIPMENT -
M64R1477	PEAP	353.25	867.10	0144017010 4310	LEX/INDUS TECH/INSTR / INSTRUCTIONAL MATL &
M64R1366	PITSCO INC.	382.69	1,345.80	0144000910 4410	LEX/LCFF-CONCENTRATION/INSTR / EQUIPMENT -
M64R1403	PREVENTION PARTNERS	162.43	353.25	0132000910 4310	OR/LCFF-CONCENTRATION/INSTR /
M64R1480	PRO ED INC.	740.65	382.69	0132489810 4310	OR/TUPE COHORT M (2018-20) / INSTRUCTIONAL
M64T0458	PRO PHOTO CONNECTION INC	746.49	162.43	0138489810 4310	BA/TUPE COHORT M (2018-20) / INSTRUCTIONAL
M64T0460	PRO SOUND AND STAGE LIGHTING	707.81	740.65	0147000910 4310	HOPE/LCFF-CONCENTRATION/INSTR /
			746.49	0120009010 4310	ANAHEIM/PHOTO/INSTR / INSTRUCTIONAL MATL
			707.81	0138385010 4310	BA/TITLE IV/INSTR / INSTRUCTIONAL MATL &

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M64R1498	PYRAMID EDUCATIONAL CONSULTANT	176.63	176.63	0147257011 4310	SEVER HDCP/SE SEP CL/SEV / INSTRUCTIONAL
M64R1495	RAY LITE INDUSTRIES INC.	982.68	982.68	01110231081 4355	MAINTENANCE/ELEC/MO / MAINTENANCE
M64S0140	REGENCY LIGHTING	862.00	862.00	0100000000 9320	GEN FUND/INC & BALANCE SHEET / STORES
M64S0154	RELIABLE WORKPLACE SOLUTIONS	294.80	294.80	0100000000 9320	GEN FUND/INC & BALANCE SHEET / STORES
M64A0298	RODRIGUEZ VALLS, DR. FERNANDO	11,000.00	11,000.00	0163379021 5805	TITLE IIIA / LIMITED ENG PROG / INSTRUCTIONAL
M64R1412	SCHOLASTIC BOOK CLUBS INC.	375.55	375.55	0132000910 4210	OR/LCFF-CONCENTRATION/INSTR / BOOKS AND
M64R1413	SCHOLASTIC INC.	274.78	274.78	0132381010 4210	OR/ECIAL/INSTR / BOOKS AND REFERENCE
M64R1414	SCHOLASTIC INC.	274.78	274.78	0132381010 4210	OR/ECIAL/INSTR / BOOKS AND REFERENCE
M64R1419	SCHOLASTIC INC.	104.39	104.39	0135257511 4210	EMOTION DISTRB/SE SEP CL/SEV / BOOKS AND
M64R1381	SCHOOL NURSE SUPPLY INC	267.78	267.78	0147257011 4310	SEVER HDCP/SE SEP CL/SEV / INSTRUCTIONAL
M64R1405	SCHOOL NURSE SUPPLY INC	193.75	193.75	0144000034 4320	LEX/HEALTH / OTHER OFFICE/MISC SUPPLIES
M64C0096	SCHOOL SERVICES OF CALIFORNIA	1,600.00	200.00	0103103072 5210	ADMIN/GENL ADM / TRAVEL AND CONFERENCE
			200.00	0104104072 5210	CERT HR/GENL ADM / TRAVEL AND CONFERENCE
			200.00	0106106072 5210	BUSINESS/GENL ADM / TRAVEL AND CONFERENCE
			400.00	0107177072 5210	/ TRAVEL AND CONFERENCE
			200.00	0135519510 5210	/ TRAVEL AND CONFERENCE
			200.00	0153000921 5210	SP PROG/LCFF (EIA)/SUPRV INSTR / TRAVEL AND
			200.00	0155155072 5210	BUSINESS/ GENL ADM / TRAVEL AND
M64R1370	SCHOOL SPECIALTY INC	506.39	506.39	0132257511 4310	EMOTION DISTRB/SE SEP CL/SEV /
M64S0155	SCHOOL SPECIALTY INC	2,220.60	2,220.60	0100000000 9320	GEN FUND/INC & BALANCE SHEET / STORES
M64T0480	SCHOOL SPECIALTY INC	709.43	709.43	0121000910 4310	WE/LCFF-CONCENTRATION/INSTR /
M64T0520	SCHOOL SPECIALTY INC	94.33	94.33	0147000910 4310	HOPE/LCFF-CONCENTRATION/INSTR /
M64T0545	SCHOOL SPECIALTY INC	555.72	555.72	0125000910 4310	KA/LCFF-CONCENTRATION/INSTR /
M64T0551	SCHOOL SPECIALTY INC	889.15	889.15	0135000910 4310	DA/LCFF-CONCENTRATION/INSTR /
M64T0558	SCHOOL SPECIALTY INC	267.26	267.26	0132261012 4310	SE RES SP(RSP)/SE RES SP/NSEV / INSTRUCTIONAL

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M64T0571	SCHOOL SPECIALTY INC	370.10	370.10	0122261012 4310	SE RES SP(RSP)/SE RES SP/NSEV / INSTRUCTIONAL
M64A0301	SCOTT LANG LLC	6,000.00	6,000.00	0153386010 5880	TITLE IV - SAAE (VAPA) / OTHER OPERATING
M64C0127	SEHI COMPUTER PRODUCTS INC	16,073.70	16,073.70	0144000910 4310	LEX/LCFF-CONCENTRATION/INSTR /
M64C0137	SEHI COMPUTER PRODUCTS INC	985.91	985.91	0112112072 4410	PURCHASING/GENL ADM / EQUIPMENT -
M64T0451	SEHI COMPUTER PRODUCTS INC	7,374.31	351.16	0135000910 4310	DA/LCFF-CONCENTRATION/INSTR /
			7,023.15	0135381010 4310	DALE/ECIA1/INSTR / INSTRUCTIONAL MATL &
M64T0465	SEHI COMPUTER PRODUCTS INC	2,660.96	2,660.96	0119283011 4310	SYS/INSTR / INSTRUCTIONAL MATL & SUPPLIES
M64T0466	SEHI COMPUTER PRODUCTS INC	28,092.60	28,092.60	0121000910 4310	WE/LCFF-CONCENTRATION/INSTR /
M64T0470	SEHI COMPUTER PRODUCTS INC	5,267.36	5,267.36	0121000910 4310	WE/LCFF-CONCENTRATION/INSTR /
M64T0471	SEHI COMPUTER PRODUCTS INC	1,998.06	1,998.06	0125381010 4310	KA/ECIA1/INSTR / INSTRUCTIONAL MATL &
M64T0472	SEHI COMPUTER PRODUCTS INC	1,025.32	1,025.32	0135000910 4410	DA/LCFF-CONCENTRATION/INSTR / EQUIPMENT -
M64T0473	SEHI COMPUTER PRODUCTS INC	2,950.00	2,950.00	0108400510 5880	EIT/ONE-TIME FUNDING (2017-18) / OTHER
M64T0474	SEHI COMPUTER PRODUCTS INC	25,446.24	25,446.24	0108400510 4410	EIT/ONE-TIME FUNDING (2017-18) / EQUIPMENT -
M64T0475	SEHI COMPUTER PRODUCTS INC	1,163.70	1,163.70	0121000910 4310	WE/LCFF-CONCENTRATION/INSTR /
M64T0476	SEHI COMPUTER PRODUCTS INC	2,408.27	2,408.27	0121385010 4410	WE/TITLEIV/INSTR / EQUIPMENT -
M64T0477	SEHI COMPUTER PRODUCTS INC	959.08	959.08	0121381010 4310	WE/ECIA TITLE I/INSTRUCTI / INSTRUCTIONAL
M64T0478	SEHI COMPUTER PRODUCTS INC	934.81	934.81	0144159510 4410	LEXINGTON/ACCTS RECEIVABLE / EQUIPMENT -
M64T0479	SEHI COMPUTER PRODUCTS INC	1,336.10	1,336.10	0135381010 4410	DALE/ECIA1/INSTR / EQUIPMENT -
M64T0482	SEHI COMPUTER PRODUCTS INC	28,092.60	28,092.60	0137000910 4310	SY/LCFF-CONCENTRATION/INSTR /
M64T0483	SEHI COMPUTER PRODUCTS INC	28,092.60	27,692.60	0137381010 4310	SY/ECIA1/INSTR / INSTRUCTIONAL MATL &
			400.00	0137381010 4410	SY/ECIA1/INSTR / EQUIPMENT - NON-CAPITALIZED
M64T0484	SEHI COMPUTER PRODUCTS INC	7,219.25	2,887.70	0137000910 4410	SY/LCFF-CONCENTRATION/INSTR / EQUIPMENT -
			4,331.55	0137381010 4410	SY/ECIA1/INSTR / EQUIPMENT - NON-CAPITALIZED
M64T0485	SEHI COMPUTER PRODUCTS INC	293.08	293.08	0121000910 4310	WE/LCFF-CONCENTRATION/INSTR /
M64T0487	SEHI COMPUTER PRODUCTS INC	3,003.53	3,003.53	0137381010 4310	SY/ECIA1/INSTR / INSTRUCTIONAL MATL &

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M64T0488	SEHI COMPUTER PRODUCTS INC	2,715.32	2,715.32	0123000910 4310	SA/LCFF-CONCENTRATION/INSTR /
M64T0489	SEHI COMPUTER PRODUCTS INC	2,251.74	2,251.74	0123381010 4310	SA/TITLE I/INSTR / INSTRUCTIONAL MATL &
M64T0490	SEHI COMPUTER PRODUCTS INC	2,809.56	2,809.56	0123381010 4310	SA/TITLE I/INSTR / INSTRUCTIONAL MATL &
M64T0491	SEHI COMPUTER PRODUCTS INC	3,366.81	3,366.81	0123381010 4310	SA/TITLE I/INSTR / INSTRUCTIONAL MATL &
M64T0492	SEHI COMPUTER PRODUCTS INC	42,863.20	42,863.20	0123381010 4310	SA/TITLE I/INSTR / INSTRUCTIONAL MATL &
M64T0493	SEHI COMPUTER PRODUCTS INC	1,121.83	1,121.83	0123000910 4410	SA/LCFF-CONCENTRATION/INSTR / EQUIPMENT -
M64T0494	SEHI COMPUTER PRODUCTS INC	294,972.30	294,972.30	0108000877 4310	INFORMATION SERVICES/DP / INSTRUCTIONAL
M64T0495	SEHI COMPUTER PRODUCTS INC	28,092.60	28,092.60	0123381010 4310	SA/TITLE I/INSTR / INSTRUCTIONAL MATL &
M64T0496	SEHI COMPUTER PRODUCTS INC	10,715.80	10,715.80	0108000877 4310	INFORMATION SERVICES/DP / INSTRUCTIONAL
M64T0497	SEHI COMPUTER PRODUCTS INC	1,057.18	1,057.18	0138381110 4410	TITLE I - PARENTING / EQUIPMENT -
M64T0498	SEHI COMPUTER PRODUCTS INC	15,382.40	14,046.30	0138000910 4310	BA/LCFF-CONCENTRATION/INSTR /
			1,336.10	0138000910 4410	BA/LCFF-CONCENTRATION/INSTR / EQUIPMENT -
M64T0499	SEHI COMPUTER PRODUCTS INC	10,137.12	10,137.12	0138000910 4410	BA/LCFF-CONCENTRATION/INSTR / EQUIPMENT -
M64T0500	SEHI COMPUTER PRODUCTS INC	1,087.82	1,087.82	0110230081 4410	MAINTENANCE/MO / EQUIPMENT -
M64T0501	SEHI COMPUTER PRODUCTS INC	1,291.92	1,291.92	0168000910 4410	GI/LCFF-CONCENTRATION/INSTR / EQUIPMENT -
M64T0504	SEHI COMPUTER PRODUCTS INC	4,617.09	4,617.09	0140000910 4410	SO/LCFF-CONCENTRATION/INSTR / EQUIPMENT -
M64T0513	SEHI COMPUTER PRODUCTS INC	2,279.29	2,279.29	0122000910 4310	MA/LCFF-CONCENTRATION/INSTR /
M64T0523	SEHI COMPUTER PRODUCTS INC	17,557.88	17,557.88	0122000910 4310	MA/LCFF-CONCENTRATION/INSTR /
M64T0524	SEHI COMPUTER PRODUCTS INC	1,923.05	1,923.05	0122000910 4410	MA/LCFF-CONCENTRATION/INSTR / EQUIPMENT -
M64T0525	SEHI COMPUTER PRODUCTS INC	41,085.43	41,085.43	0138381010 4310	BALL/ECIA I/INSTR / INSTRUCTIONAL MATL &
M64T0526	SEHI COMPUTER PRODUCTS INC	898.30	898.30	0124381110 4410	LO/TITLE I/PARENTING / EQUIPMENT -
M64T0527	SEHI COMPUTER PRODUCTS INC	9,895.99	9,895.99	0134000910 4410	WA/LCFF-CONCENTRATION/INSTR / EQUIPMENT -
M64T0529	SEHI COMPUTER PRODUCTS INC	21,431.60	21,431.60	0124381010 4310	LO/TITLE I/INSTRUCTIONAL / INSTRUCTIONAL
M64T0530	SEHI COMPUTER PRODUCTS INC	4,654.80	4,654.80	0124381010 4310	LO/TITLE I/INSTRUCTIONAL / INSTRUCTIONAL

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M64T0531	SEHI COMPUTER PRODUCTS INC	1,914.45	1,914.45	0120000910 4310	AN/LCFF-CONCENTRATION/INSTR /
M64T0532	SEHI COMPUTER PRODUCTS INC	21,431.60	21,431.60	0120000910 4310	AN/LCFF-CONCENTRATION/INSTR /
M64T0533	SEHI COMPUTER PRODUCTS INC	7,237.25	4,565.05	0138000910 4310	BA/LCFF-CONCENTRATION/INSTR /
			2,672.20	0138000910 4410	BA/LCFF-CONCENTRATION/INSTR / EQUIPMENT -
M64T0534	SEHI COMPUTER PRODUCTS INC	1,040.41	1,040.41	0147400010 4410	HOPE/MANDATED 1-TIME FUNDS/INS / EQUIPMENT
M64T0535	SEHI COMPUTER PRODUCTS INC	50,063.60	50,063.60	0117432010 4410	CTE INCENTIVE GRANT/INST / EQUIPMENT -
M64T0536	SEHI COMPUTER PRODUCTS INC	1,454.77	1,454.77	0117393010 4410	INSTR SVC/VEA-2B/INSTR / EQUIPMENT -
M64T0537	SEHI COMPUTER PRODUCTS INC	6,852.90	6,852.90	0124381010 4310	LO/TITLE I/INSTRUCTIONAL / INSTRUCTIONAL
M64T0538	SEHI COMPUTER PRODUCTS INC	50,467.95	7,023.15	0131381010 4310	BR/ECIA1/INSTR / INSTRUCTIONAL MATL &
			43,444.80	0131381010 4410	BR/ECIA1/INSTR / EQUIPMENT - NON-CAPITALIZED
M64T0539	SEHI COMPUTER PRODUCTS INC	5,757.53	5,757.53	0105105072 4410	CLASS HR/GENL ADM / EQUIPMENT -
M64T0540	SEHI COMPUTER PRODUCTS INC	58,062.86	58,062.86	0108108077 6490	INFO SYSTEM/DP / EQUIPMENT - OTHER
M64T0541	SEHI COMPUTER PRODUCTS INC	106,400.72	106,400.72	0108000877 4310	INFORMATION SERVICES/DP / INSTRUCTIONAL
M64T0542	SEHI COMPUTER PRODUCTS INC	23,184.00	23,184.00	0108108077 5880	INFO SYSTEM/DP / OTHER OPERATING EXPENSES
M64T0575	SEHI COMPUTER PRODUCTS INC	1,336.10	1,336.10	0122000910 4410	MA/LCFF-CONCENTRATION/INSTR / EQUIPMENT -
M64T0579	SEHI COMPUTER PRODUCTS INC	2,672.20	2,672.20	0120000910 4410	AN/LCFF-CONCENTRATION/INSTR / EQUIPMENT -
M64S0152	SHAMROCK SUPPLY CO.	1,777.89	1,777.89	0100000000 9320	GEN FUND/INC & BALANCE SHEET / STORES
M64R1354	SOCALGRAD	1,460.14	1,460.14	0142066027 4320	OXFORD/GRAD/ADMIN / OTHER OFFICE/MISC
M64R1408	SOCALGRAD	1,690.17	1,690.17	0128066027 4320	CYPRESS/GRADUATION/SCH ADMIN / OTHER
M64R1467	SOCALGRAD	915.44	915.44	0147257011 4310	SEVER HDCP/SE SEP CL/SEV / INSTRUCTIONAL
M64R1513	SOCALGRAD	11,626.23	11,626.23	0117432010 4320	CTE INCENTIVE GRANT/INST / OTHER OFFICE/MISC
M64X0437	SOCALGRAD	2,500.00	2,500.00	0168000040 4320	GILBERT SOUTH/ANCIL / OTHER OFFICE/MISC
M64X0438	SOCALGRAD	2,500.00	2,500.00	0161000040 4320	POLARIS/ANCIL / OTHER OFFICE/MISC SUPPLIES
M64A0300	SOCIAL AND PUBLIC ART RESOURCE	10,000.00	10,000.00	0153385010 5805	SP/TITLE IV, PART A/INSTR / INSTRUCTIONAL PROF

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M64T0574	SOFTWARE 4 SCHOOLS	199.00	199.00	0122000910 5880	MA/LCFF-CONCENTRATION/INSTR / OTHER
M64R1462	SOUTHEASTERN PERFORMANCE	2,641.56	2,641.56	0138008010 4310	BALL/VOC MUSIC/INSTR / INSTRUCTIONAL MATL
M64R1452	SOUTHPAW ENTERPRISES	711.02	711.02	0147000910 4310	HOPE/LCFF-CONCENTRATION/INSTR /
M64S0145	SOUTHWEST SCHOOL AND OFFICE SU	1,701.91	1,701.91	0100000000 9320	GEN FUND/INC & BALANCE SHEET / STORES
M64S0146	SOUTHWEST SCHOOL AND OFFICE SU	1,936.27	1,936.27	0100000000 9320	GEN FUND/INC & BALANCE SHEET / STORES
M64S0151	SOUTHWEST SCHOOL AND OFFICE SU	25,789.92	25,789.92	0100000000 9320	GEN FUND/INC & BALANCE SHEET / STORES
M64S0157	SOUTHWEST SCHOOL AND OFFICE SU	6,082.41	6,082.41	0100000000 9320	GEN FUND/INC & BALANCE SHEET / STORES
M64R1451	SPINATAR PRESENTATION PRODUCTS	1,904.45	1,904.45	0120000910 4310	AN/LCFF-CONCENTRATION/INSTR /
M64R1400	SPORTS FACILITIES GROUP INC	1,564.84	539.06	0123028010 4310	SA/ATHLET/INSTR / INSTRUCTIONAL MATL &
			1,025.78	0123028010 4410	SA/ATHLET/INSTR / EQUIPMENT -
M64R1422	SPORTS FACILITIES GROUP INC	2,897.22	2,897.22	0123028010 4310	SA/ATHLET/INSTR / INSTRUCTIONAL MATL &
M64S0139	SPOT LIGHTING SUPPLIES	358.82	358.82	0100000000 9320	GEN FUND/INC & BALANCE SHEET / STORES
M64R1464	STAGERIGHT CORP	6,843.93	6,843.93	0153386010 4410	TITLE IV - SAAE (VAPA) / EQUIPMENT -
M64R1371	STAPLES ADVANTAGE	55.06	55.06	0140004010 4310	SOUTH/ENGLISH/INSTR / INSTRUCTIONAL MATL &
M64R1406	STAPLES ADVANTAGE	1,212.19	1,212.19	0138400010 4320	BA/MANDATED 1-TIME FUNDS/INSTR / OTHER
M64R1418	STAPLES ADVANTAGE	77.66	77.66	0122257511 4310	EMOTION DISTRB/SE SEP CL/SEV /
M64R1425	STAPLES ADVANTAGE	1,105.52	1,105.52	0104104072 4410	CERT HR/GENL ADM / EQUIPMENT -
M64R1426	STAPLES ADVANTAGE	498.88	498.88	0104104172 4320	HR/ACCOMMODATIONS/OTHR ADMIN / OTHER
M64R1437	STAPLES ADVANTAGE	100.20	100.20	0125000010 4310	KA/INSTR / INSTRUCTIONAL MATL & SUPPLIES
M64R1438	STAPLES ADVANTAGE	175.77	175.77	0104104072 4320	CERT HR/GENL ADM / OTHER OFFICE/MISC
M64R1518	STAPLES ADVANTAGE	498.88	498.88	0104104172 4320	HR/ACCOMMODATIONS/OTHR ADMIN / OTHER
M64R1525	STAPLES ADVANTAGE	263.58	263.58	0120000910 4310	AN/LCFF-CONCENTRATION/INSTR /
M64S0156	STAPLES ADVANTAGE	87.94	87.94	0100000000 9320	GEN FUND/INC & BALANCE SHEET / STORES
M64T0553	STAPLES ADVANTAGE	500.05	500.05	0121252011 4310	WE/MILD MODERATE/SE SEP CL/NSE /

ANAHEIM UHSD

PURCHASE ORDER DETAIL REPORT BY VENDOR NAME

BOARD OF TRUSTEES MEETING 05/07/2019

FROM 04/02/2019 TO 04/25/2019

<u>PO NUMBER</u>	<u>VENDOR</u>	<u>PO TOTAL</u>	<u>ACCOUNT AMOUNT</u>	<u>ACCOUNT NUMBER</u>	<u>PSEUDO / OBJECT DESCRIPTION</u>
M64T0554	STUDENT LAP TRACKER	1,645.23	330.00	0144000910 4310	LEX/LCFF-CONCENTRATION/INSTR /
			1,315.23	0144000910 4410	LEX/LCFF-CONCENTRATION/INSTR / EQUIPMENT -
M64R1444	SWEETWATER	35,375.87	11,536.68	0153386010 4310	TITLE IV - SAAE (VAPA) / INSTRUCTIONAL MATL &
			23,839.19	0153386010 4410	TITLE IV - SAAE (VAPA) / EQUIPMENT -
M64T0543	TAMS WITMARK MUSIC LIBRARY INC	3,049.00	1,949.00	0153386010 5620	TITLE IV - SAAE (VAPA) / RENTALS/OPERATING
			1,100.00	0153386010 5880	TITLE IV - SAAE (VAPA) / OTHER OPERATING
M64R1401	TEAM ATHLETICS	825.59	825.59	0123028010 4310	SA/ATHLET/INSTR / INSTRUCTIONAL MATL &
M64R1417	TEXTBOOK WAREHOUSE	268.94	268.94	0140000910 4310	SO/LCFF-CONCENTRATION/INSTR /
M64R1474	TEXTBOOK WAREHOUSE	2,293.77	2,293.77	0122102210 4310	MA/INNIVATION GRANT/INSTR / INSTRUCTIONAL
M64T0461	THEATREFOLK LTD.	478.41	478.41	0135000910 5880	DA/LCFF-CONCENTRATION/INSTR / OTHER
M64R1484	TJM PROMOTIONS INC	465.11	465.11	0121000910 4310	WE/LCFF-CONCENTRATION/INSTR /
M64T0576	TROXELL COMMUNICATIONS INC	512.89	512.89	0134385010 4310	WA/TITLE IV/INSTR / INSTRUCTIONAL MATL &
M64R1410	ULINE	333.61	333.61	0105105072 4320	CLASS HR/GENL ADM / OTHER OFFICE/MISC
M64R1420	UNIVERSAL STUDIOS HOLLYWOOD	3,719.38	1,200.00	0132000010 5880	OR/INSTR / OTHER OPERATING EXPENSES
			2,519.38	0132595027 5880	OR/SHORT STAY VISIT PROG FEE / OTHER
M64R1391	US GAMES	188.47	188.47	0132054040 4310	OR/AFTSCHL/ANCL / INSTRUCTIONAL MATL &
M64R1395	US GAMES	188.23	188.23	0140027010 4310	SOUTH/PHYS ED/INSTR / INSTRUCTIONAL MATL &
M64R1411	US GAMES	3,024.99	3,024.99	0134535010 4310	WA/PE UNIFORM/INSTR / INSTRUCTIONAL MATL &
M64R1435	US GAMES	2,696.46	2,696.46	0134054040 4310	WA/AFTER SCHOOL/ANCLARY / INSTRUCTIONAL
M64R1514	US GAMES	226.28	226.28	0128028081 4347	CY/ATHLET/INSTR / OPERATIONS SUPPLIES - MISC
M64R1516	US GAMES	1,270.32	1,270.32	0137027010 4310	SY/PHYS ED/INSTR / INSTRUCTIONAL MATL &
M64R1517	US GAMES	1,830.25	1,830.25	0137027010 4310	SY/PHYS ED/INSTR / INSTRUCTIONAL MATL &
M64C0143	VERNES PLUMBING INC	2,525.00	2,525.00	0134239081 5610	WA/PLUMB/MO / REPAIRS/MAINT - O/S SERVICES
M64R1367	VERNIER SOFTWARE	154.31	154.31	0125035010 4310	KA/PHYSICS/INSTR / INSTRUCTIONAL MATL &
M64T0564	VIRTUAL ENTERPRISES INTERNATIO	2,000.00	2,000.00	0127000910 5880	KE/LCFF-CONCENTRATION/INSTR / OTHER

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PURCHASE ORDER DETAIL REPORT BY VENDOR NAME

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M64T0578	VISION COMMUNICATIONS CO.	1,745.11	1,745.11	0134025040 4310	WA/ANCIL / INSTRUCTIONAL MATL & SUPPLIES
M64T0577	VISIONS OF VIDEO	1,758.48	1,758.48	0120000910 4310	AN/LCFF-CONCENTRATION/INSTR /
M64R1388	VITAL LINK	875.00	875.00	0120000910 5880	AN/LCFF-CONCENTRATION/INSTR / OTHER
M64R1449	WARD'S NATURAL SCIENCE EST	100.97	100.97	0128030010 4310	CYPRESS/BIOLOGY/INSTRUCTIONAL /
M64R1430	WAXIE SANITARY SUPPLY	2,511.25	237.80	0168000010 4310	GI SOUTH/INSTR / INSTRUCTIONAL MATL &
			2,273.45	0168000010 4410	GI SOUTH/INSTR / EQUIPMENT - NON-CAPITALIZED
M64R1487	WAXIE SANITARY SUPPLY	2,490.53	2,490.53	0111221081 4347	OPERATIONS - CUSTODIAL / OPERATIONS
M64R1443	WENGER CORP	870.54	116.00	0127007010 4310	KE/INS MUS/INSTR / INSTRUCTIONAL MATL &
			754.54	0127007010 4410	KE/INS MUS/INSTR / EQUIPMENT -
M64R1506	WENGER CORP	6,445.35	6,445.35	0131385010 4410	BR/TITLE IV/INSTR / EQUIPMENT -
M64C0118	WEST COAST HYDRAULIC LIFT REPA	2,877.75	1,212.75	0179113036 4376	GARAGE/TRANS-REG ED/TRANSPORT / TRANS
			1,665.00	0179113036 5610	GARAGE/TRANS-REG ED/TRANSPORT /
M64R1450	WEST MUSIC	4,458.21	2,319.80	0147385010 4310	HOPE/TITLE IV/INSTR / INSTRUCTIONAL MATL &
			2,138.41	0147385010 4410	HOPE/TITLE IV/INSTR / EQUIPMENT -
M64R1482	WESTERN PSYCHOLOGICAL SERVICES	339.12	339.12	0119283232 4310	SYS/PSYCH / INSTRUCTIONAL MATL & SUPPLIES
M64R1488	WESTERN SPECIALTY CONTRACTORS	13,950.00	13,950.00	0123230081 5610	SA/GENERAL/MO / REPAIRS/MAINT - O/S SERVICES
M64R1492	WOLVERINE FENCE COMPANY INC	4,500.00	4,500.00	0110232081 5610	MAINTENANCE/FENCE/MO / REPAIRS/MAINT - O/S
M64R1392	WORLDSTRIDES ONSTAGE PROGRAMS	2,500.00	2,500.00	0120385010 5880	AN/TITLE IV/INSTR / OTHER OPERATING EXPENSES
M64C0109	YALE CHASE MATERIALS HANDLING	240.91	240.91	0100970081 4347	COMMUNITY SERVICE/MO / OPERATIONS
M64R1436	YENNIS PARTY RENTALS INC.	2,367.40	2,367.40	0117915510 5620	IS/STEAM-A-PALOOZA/INSTR /
M64T0515	ZONES	5,250.17	5,250.17	0123381010 4410	SA/TITLE I/INSTR / EQUIPMENT -
	Fund 01 Total:				
					1,856,776.85
	Fund 25 Total:				499,785.00
	Fund 26 Total:				222,902.00
	Total Amount of Purchase Orders:				2,579,463.85

ANAHEIM UHSD

PURCHASE ORDER DETAIL REPORT - CHANGE ORDERS BY VENDOR NAME

BOARD OF TRUSTEES MEETING 05/07/2019

FROM 04/02/2019 TO 04/25/2019

PO NUMBER	VENDOR	PO TOTAL	CHANGE AMOUNT	ACCOUNT NUMBER	PSEUDO / OBJECT DESCRIPTION
M64X0001	AMERICAN LOGISTICS COMPANY LLC	122,057.50	+35,787.50	0113113036 5620	TRANS/REG-ED/TRANSPORTATION /
M64T0450	B AND H PHOTO VIDEO INC	154.63	-11.84	0125381010 4310	KA/ECIA/INSTR / INSTRUCTIONAL MATL &
M64X0074	BAVCO	12,500.00	+5,000.00	0110230081 4355	MAINTENANCE/MO / MAINTENANCE SUPPLIES
M64X0292	BIG TOP RENTALS	2,600.00	+400.00	0124000010 5620	LOARA/INSTR / RENTALS/OPERATING LEASES
M64X0002	CERTIFIED TRANSPORTATION SVCS	56,867.94	+1,000.00	0113113036 5620	TRANS/REG-ED/TRANSPORTATION /
M64R0861	COLLEGE BOARD	790.00	+90.00	0120381010 5210	ANAHEIM/ECIA/INSTR / TRAVEL AND
M64R1317	CUMMINS PACIFIC LLC	1,888.34	+650.00	0128230081 5610	CY/GENERAL/MO / REPAIRS/MAINT - O/S SERVICES
M64X0119	EWING IRRIGATION PRODUCTS	25,000.00	+10,000.00	0110230081 4355	MAINTENANCE/MO / MAINTENANCE SUPPLIES
M64X0321	FULLERTON ACE HARDWARE	837.08	+237.08	0137022010 4310	SY/WOOD/INSTR / INSTRUCTIONAL MATL &
L64A0233	HEALTHMASTER HOLDINGS LLC	43,750.00	+250.00	0172381721 5880	TITLE 1/MCKINNEY VENTO / OTHER OPERATING
M64X0400	HOME DEPOT CREDIT SERVICES	1,500.00	+500.00	0128591510 4310	CY/LOCAL GRANT & GIFT / INSTRUCTIONAL MATL
M64R1309	JIM'S MUSIC CENTER	4,689.03	+45.00	0128000010 6490	CY/INSTR / EQUIPMENT - OTHER
M64X0004	JOE RHODES MAINTENANCE SERVICE	4,500.00	+2,000.00	0113113036 5610	TRANS/REG-ED/TRANSPORTATION /
M64X0267	LOARA ASB	17,000.00	+3,000.00	0124028040 5810	LOARA/ATHLET/ANCILLARY /
M64X0427	NEWEGG BUSINESS INC	8,000.00	+6,000.00	0108108077 4320	INFO SYSTEM/DP / OTHER OFFICE/MISC SUPPLIES
M64S0065	OFFICE SOLUTIONS BUSINESS PROD	642.36	-71.38	0100000000 9320	GEN FUND/INC & BALANCE SHEET / STORES
M64X0100	ORANGEVIEW JR HIGH SCHOOL	2,500.00	+1,000.00	0132054040 5810	OR/AFTSCHL/ANCIL / NON-INSTRUCTIONAL PROF
M64X0182	PRINGLES DRAPERIES AND BLINDS	26,000.00	+8,000.00	0110230081 4355	MAINTENANCE/MO / MAINTENANCE SUPPLIES
M64X0183	REEL LUMBER SERVICE	11,500.00	+5,000.00	0110230081 4355	MAINTENANCE/MO / MAINTENANCE SUPPLIES
M64T0437	SCHOOL SPECIALTY INC	3,200.95	-5.69	0140381010 4310	SOUTH/ECIA/INSTR / INSTRUCTIONAL MATL &
M64R1350	TEXTBOOK WAREHOUSE	276.32	+7.83	0132000910 4210	OR/LCFF-CONCENTRATION/INSTR / BOOKS AND
M64X0327	U S BANK	4,100.00	+1,000.00	0125013010 4310	KA/HECT/INSTR / INSTRUCTIONAL MATL &
M64X0332	U S BANK	110,000.00	+35,000.00	0112112072 5210	PURCHASING/GENL ADM / TRAVEL AND
M64X0383	U S BANK	3,500.00	+1,500.00	0131000910 4310	BR/LCFFF-CONCENTRATION/INSTR /

EXHIBIT FF

ANAHEIM UHSD

PURCHASE ORDER DETAIL REPORT - CHANGE ORDERS BY VENDOR NAME

BOARD OF TRUSTEES MEETING 05/07/2019

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<u>PO NUMBER</u>	<u>VENDOR</u>	<u>PO TOTAL</u>	<u>CHANGE AMOUNT</u>	<u>ACCOUNT NUMBER</u>	<u>PSEUDO / OBJECT DESCRIPTION</u>
M64X0384	U S BANK	4,200.00	+1,500.00	0131000910 4310	BR/LCFFF-CONCENTRATION/INSTR /
M64R1273	USCUTTER INC.	746.98	-18.82	0142393110 4410	VEA PERKINS STUDENT ORG OXFORD / EQUIPMENT
Fund 01 Total:			117,859.68		
Total Amount of Change Orders:			117,859.68		

VENDOR CHECK REGISTER
APRIL 2, 2019 THROUGH APRIL 25, 2019

<u>VENDOR NAME</u>	<u>VENDOR ID</u>	<u>OBJECT</u>	<u>AMOUNT</u>	<u>CK#</u>
5 STAR STUDENTS LLC	V6411963	5880	1,050.00	00155354
A 1 FENCE COMPANY	V6408537	4355	489.44	00155299
		5610	508.00	00155312
A ALVARADO PAINTING	V6406348	5610	8,400.00	00154994
A AND C URGENT CARE	V6412935	5810	310.00	00155300
A CABRAL ROOFING GROUP	V6412864	5610	23,995.01	00155416
A U H S D FOOD SERVICE DEPT	V6400023	4390	531.78	00154995
			170.94	00155417
		5880	27,463.62	00155260
A Z BUS SALES INC.	V6400025	4376	2,731.76	00154996
			280.08	00155476
		4385	207.46	00155476
AAA ELECTRIC MOTOR SALES	V6400033	4355	715.62	00154997
AARDVARK CLAY AND SUPPLIES INC	V6400035	4310	91.05	00155159
			124.13	00155541
ABLENET INC.	V6405539	4310	1,131.41	00155301
ABU KHALAF, ZINEH	V6412791	5220	80.62	00154878
			62.06	00155400
AC POWER 1 INC	V6413051	5610	10,236.47	00154998
ACCURATE LABEL DESIGNS INC.	V6405870	4320	150.95	00155313
ACE HARDWARE	V6411077	4310	81.25	00155220
ACEVEZ, MONICA	V6413356	5220	3.48	00155477
ACS BILLING SERVICE	V6400072	5530	138.62	00155418
		5580	3,942.56	00155418
ADA SPORTS BADMINTON AND TENNIS	V6411947	4310	668.00	00154999
ADI	V6400095	4355	833.83	00155221
			364.68	00155419
ADORAMA	V6411023	4310	494.85	00155222
ADVANTAGE WEST INVESTMENT ENTERPRISES INC.	V6412537	4347	992.09	00155314
		9320	10,637.91	00155478
AERIES SOFTWARE INC	V6409157	5805	1,800.00	00155061
AFFORDABLE PIANO TUNING	V6412217	5610	495.00	00155542
AICHELE, STEVEN G.	V6407891	5610	150.00	00155479
AIRSUPPLY TOOLS INC.	V6412933	9320	184.25	00155062
ALL AMERICAN SIGN COMPANY INC	V6400157	4320	498.84	00155302
ALLIANCE ENVIRONMENTAL COMPLIANCE INC	V6400169	5610	404.93	00155261
			1,580.11	00155420
ALMARAZ, MICHELLE	V6409306	5210	965.01	00155000
ALT REV CASH FUND	V6405194	4210	35.81	00155303
		4310	3,698.45	00155303
			3,217.35	00155543
		4320	644.16	00155303
			1,088.20	00155543
		4347	632.43	00155303
			459.83	00155543
		4390	1,444.09	00155303
			943.80	00155543
		5210	60.00	00155303
		5880	320.00	00155303
		5910	122.28	00155303
			22.23	00155543

<u>VENDOR NAME</u>	<u>VENDOR ID</u>	<u>OBJECT</u>	<u>AMOUNT</u>	<u>CK#</u>
ALVARADO, DENISE	V6412218	5210	705.00	00155223
AMAZON WEB SERVICES INC.	V6412894	5880	9.94	00155421
AMERICAN ELECTRIC COMPANY	V6407443	5610	4,929.46	00155224
AMERICAN LOGISTICS COMPANY LLC	V6412509	5620	35,787.50	00155422
ANAHEIM ELEMENTARY SCHOOL DISTRICT	V6400254	5100	7,690.98	00155462
ANAHEIM FAMILY YMCA	V6409401	5100	174,284.90	00155225
ANAHEIM UNION HIGH SCHOOL DIST	V6400267	5454	48,361.87	00155315
ANDERSON'S SCHOOL SPIRIT	V6410305	4310	848.95	00155423
APPLE INC	V6400319	4410	1,027.85	00155001
			5,204.33	00155424
			3,493.05	00155544
		6490	4,895.02	00155001
ARBOR SCIENTIFIC	V6400327	4310	251.61	00154879
ARROW SERVICES INC	V6412839	5580	1,170.00	00155316
			585.00	00155463
ART SUPPLY WAREHOUSE	V6400350	4310	1,317.25	00154880
			844.71	00155160
ARTIANO SHINOFF	V6408054	5821	1,130.46	00155226
AT AND T	V6400374	5918	20.12	00155161
			36.21	00155162
			11,587.42	00155401
	V6406157	5918	11,791.63	00155425
AUDIO VISUAL INNOVATIONS INC	V6408229	4410	641.11	00155317
AUGMENTATIVE COMMUNICATION THERAPIES	V6411519	5821	1,200.00	00155426
AUHSD	V6400400	4390	10,172.43	00155427
AVID CENTER	V6400410	5210	3,300.00	00155131
			3,300.00	00155402
			2,475.00	00155428
AWARDS BY PAUL	V6400412	4310	362.04	00154881
B AND H PHOTO VIDEO INC	V6400422	4310	5,182.43	00154882
			1,594.67	00155163
			233.35	00155355
			449.55	00155464
		4410	4,549.65	00155163
			10,282.30	00155355
B AND M LAWN AND GARDEN INC	V6400423	4347	2,547.21	00154883
			136.40	00155002
			1,134.15	00155318
			359.56	00155465
BACH COMPANY, THE	V6407748	4310	519.22	00155132
BALL JR HIGH SCHOOL	V6400433	5810	640.00	00155227
BARNES AND NOBLE	V6400450	4210	3,232.50	00154884
		4310	44.82	00155164
BARNEY'S BLENDS INC.	V6411700	4347	1,224.50	00155429
BAVCO	V6407678	4355	722.03	00155262
		4410	5,557.32	00155262
BCT ENTERTAINMENT	V6406302	4310	12.93	00155063
		5610	1,050.00	00155063
		5620	2,527.40	00155063
BEACON DAY SCHOOL	V6409269	5860	13,324.62	00155304
BEAN, KATIE	V6413290	5220	13.92	00155003
BELL PIPE AND SUPPLY CO	V6400476	4355	345.77	00155466
BERTRAND'S MUSIC	V6412730	4310	605.83	00155319
BEST BUY FOR BUSINESS	V6408717	4410	3,586.67	00154885
BETHENCOURT, DIANE	V6408212	5210	704.60	00154955

<u>VENDOR NAME</u>	<u>VENDOR ID</u>	<u>OBJECT</u>	<u>AMOUNT</u>	<u>CK#</u>
BILLINGS, JANICE	V6402265	3701	1,816.80	00154975
BLICK ART MATERIALS LLC	V6401357	4310	390.24	00155320
			1,174.51	00155467
BOGGS, AMANDA	V6412487	5220	41.76	00155263
BOMAR, DOMINIQUE	V6413359	5220	5.57	00155480
BORDER TIRE	V6413240	4386	5,001.64	00155165
			1,454.63	00155481
BOYD, LOREES	V6413047	5880	1,134.20	00155305
BRAILSFORD, SHAWNTEL	V6413360	5220	5.80	00155482
BREWER, AMANDA	V6412654	5220	83.40	00155004
BROWN, GARY	V6407729	5210	41.55	00154886
BSN SPORTS	V6400615	4310	424.19	00154887
			1,652.90	00155545
BSN SPORTS LLC	V6412536	4355	1,291.92	00154888
BUDDY'S ALL STARS INC	V6406311	5630	9,162.00	00155430
		9320	1,923.98	00155468
BUDGET CHALLENGE	V6413334	4310	400.00	00155431
BUSINESS MACHINES UNLIMITED	V6400636	5610	150.00	00155005
BUSWEST LLC	V6407892	4376	2,263.47	00155228
		4385	81.86	00155133
C.I. BUSINESS EQUIPMENT INC	V6400653	5610	499.00	00154889
CAI, MEILIAN	V6413358	5220	6.26	00155483
CAL LIFT INC	V6400664	5610	178.50	00154890
CALIF. DEPT. OF TAX AND FEE ADMINISTRATION	V6404444	4382	153.13	00155356
CALIFORNIA CUSHION COMPANY INC.	V6411382	4355	190.92	00155166
CALIFORNIA PLUMBING PARTS	V6412567	4355	1,060.45	00155167
CALIFORNIA RETROFIT INC	V6406910	4355	133.40	00155546
CALPERS	V6409986	3202	3,647.21	00155229
		5880	500.00	00155229
CAMPBELL, BARBARA	V6413231	4310	635.75	00155006
CAMPBELL, DENISE	V6409293	5210	235.00	00155484
CARMAN, CANDICE	V6412031	5220	29.87	00155134
CAROLINA BIOLOGICAL SUPPLY CO.	V6400778	4310	483.03	00155469
CAROLINA'S ITALIAN RESTAURANT	V6413287	4390	1,099.04	00155432
CART MAN INC, THE	V6404668	5610	129.34	00154891
			971.82	00155485
CCP INDUSTRIES INC	V6400816	9320	1,896.20	00154892
CENTER FOR DRUG FREE COMMUNITIES	V6400833	5880	5,200.00	00155007
			10,400.00	00155547
CENTRAL RESTAURANT PRODUCTS	V6411274	4310	1,363.32	00154893
		4410	2,879.53	00154893
CERASUOLO, KATHRYN	V6412765	5220	60.32	00155008
CERTIFIED TRANSPORTATION SVCS	V6400852	5620	1,489.44	00155433
CERVANTEZ MARTINEZ, PATRICIA	V6413139	5880	261.00	00155486
CHAMPION HARDWOOD FLOORS	V6411370	5610	1,150.00	00155230
CHEFS' TOYS	V6410110	4310	2,172.54	00155231
CHENG, ADELE	V6409048	5210	155.21	00155009
CHILD SHUTTLE	V6406415	5870	1,346.00	00155010
CHILDERS, KAITI	V6412258	5210	782.33	00155487
CHO, ESTHER	V6413340	5210	540.79	00155264
CHRISTIAN BUILDING MATERIALS	V6400919	4355	202.55	00155011
			269.38	00155321
CHYLINSKI, PAUL	V6403583	5210	708.56	00155548
CIF SOUTHERN SECTION	V6400941	5310	80.00	00155265

<u>VENDOR NAME</u>	<u>VENDOR ID</u>	<u>OBJECT</u>	<u>AMOUNT</u>	<u>CK#</u>
CITY AUTO TOP	V6400953	4370	105.00	00155488
		5610	48.48	00155488
CITY OF ANAHEIM	V6400957	5520	192,667.92	00155064
			54,518.37	00155403
		5530	20,684.82	00155064
			5,927.72	00155403
		5580	29,143.78	00155064
			7,684.36	00155403
		5880	2,192.00	00155404
CITY OF BUENA PARK	V6400958	5530	1,741.86	00155434
		5580	174.18	00155434
CLARK SECURITY PRODUCTS	V6400966	4355	532.18	00155135
COCO PRINTING AND GRAPHICS	V6410045	5810	1,605.48	00155232
			280.15	00155435
COLLEGE BOARD	V6401012	5210	790.00	00155168
COLLEGE ENTRANCE EXAMINATION BOARD	V6412595	5880	1,552.00	00155436
COLON, MELIDA DIAZ	V6409180	4390	242.24	00155549
COLON, TAMARA ELIZABETH	V6412357	5810	375.00	00155012
COMPLETE OFFICE OF CA	V6411539	9320	10,942.66	00155013
CONRAD, KIMBERLEY	V6413361	5220	5.80	00155489
COOKE, MARYJO	V6407036	5220	205.84	00155470
CORNELIUS, JEFF	V6402295	5210	557.23	00155136
COSCO FIRE PROTECTION INC	V6412879	5610	120.00	00154894
			240.00	00155169
CREATIVE BUS SALES	V6409840	4376	956.21	00155014
		4385	392.32	00155490
CRISP IMAGING	V6408990	5810	129.89	00155170
		5880	6,227.24	00155170
CSM CONSULTING INC.	V6409922	5810	6,900.00	00155405
CULVER NEWLIN	V6411589	4315	624.52	00155015
		4320	2,437.31	00155171
CVT RECYCLING	V6407455	5580	1,001.53	00155306
			300.00	00155471
CYPRESS HIGH SCHOOL	V6405640	4390	1,600.00	00155322
DADDARIO, SARA	V6411580	5210	601.50	00155016
DAIGNAULT, KARIN	V6402510	5220	15.08	00155017
			70.60	00155307
DARTCO TRANSMISSION SALES SVC	V6401258	4376	93.29	00155491
		4387	139.76	00154895
DE LIRA, NARCISO	V6411616	5210	138.96	00155233
DEL SOL SCHOOL	V6411308	5860	5,354.00	00155308
DEMCO INC	V6401318	4315	144.02	00155437
DEMSEY FILLIGER AND ASSOCIATES LLC	V6408290	5810	6,250.00	00155266
DEVEREUX TEXAS TREATMENT NETWORK	V6401339	5860	14,160.52	00155309
DHAWAN, SONITA	V6410951	5220	38.45	00155492
DIRECT EDGE INC	V6413257	6490	18,173.63	00155234
DISPLAYS2GO	V6411207	4355	1,210.37	00154896
DIVISION OF THE STATE ARCHITECT	V6411414	5610	1,429.75	00155018
DOERING, EVE	V6413355	5210	235.00	00155493
DONALD KROTEE PARTNERSHIP INC	V6413265	5610	1,908.98	00155438
DOROSKY, DAVID	V6407948	5210	204.27	00155137
DUNCAN, MICHELLE	V6408837	5210	400.00	00154897
DUNN EDWARDS PAINTS	V6401448	4355	651.41	00155138
			1,181.08	00155550
E.B. BRADLEY COMPANY	V6401456	4355	262.93	00155323

<u>VENDOR NAME</u>	<u>VENDOR ID</u>	<u>OBJECT</u>	<u>AMOUNT</u>	<u>CK#</u>
EBERHARD EQUIPMENT	V6405532	4347	786.26	00155494
		4410	915.88	00155494
		6490	13,517.24	00154976
			37,964.64	00155494
ECONOMY RENTALS INC	V6401478	5610	27.83	00155495
		5620	872.71	00155019
			392.93	00155324
			226.46	00155472
EIDIM AV TECHNOLOGY	V6413281	4310	897.96	00155473
ESCALERA, LETICIA	V6413357	5220	5.57	00155496
ESPIRITU, MARTHA	V6413337	4390	355.04	00155267
		5210	68.98	00155310
EVOQUA WATER TECHNOLOGIES LLC.	V6408457	5610	436.34	00155497
EWING IRRIGATION PRODUCTS	V6401634	4355	3,682.99	00155268
EXPO PROPANE	V6412144	5810	395.77	00155406
EZELL, MARISSA	V6413362	5220	2.90	00155498
FARMAN, JUANA	V6406999	5220	92.04	00155020
FARMERS AND MERCHANTS BANK	V6412156	5880	10,519.94	00155269
FEDEX	V6401675	5910	39.54	00155439
FELIX, STEPHANIE	V6412478	5220	64.35	00155357
FERGUSON ENTERPRISES INC	V6409823	4355	1,100.17	00154956
			273.77	00155065
			18.00	00155172
			28.19	00155358
			2,558.37	00155499
			8,833.91	00154898
FERRELLGAS LP	V6411875	5810	3,109.66	00155021
			6,221.34	00155173
			2,633.22	00155270
			1,473.44	00155359
			9,704.28	00155500
			851.05	00155174
FHEG CYPRESS COLLEGE BOOKSTORE	V6412888	4310	851.05	00155174
FITZ PEREZ, SERGIO	V6413331	5210	107.18	00155022
FIVE STAR RUBBER STAMP INC	V6405116	4320	139.71	00155501
FLEET SERVICES INC	V6405625	4370	255.52	00154957
			466.07	00155502
			53.79	00154957
			896.95	00155502
			38.19	00154957
			216.65	00155023
			388.38	00155502
			217.64	00155502
FLINN SCIENTIFIC INC	V6401708	4310	1,403.91	00155066
			950.99	00155271
			908.55	00155503
FLORES, STEPHANIE	V6412292	5220	95.70	00155024
FOGELQUIST, VANESSA	V6413338	4310	361.51	00155272
FOLLETT SCHOOL SOLUTIONS INC.	V6411526	4210	155.73	00155067
		4310	485.60	00155504
FONG, CATHY	V6408093	5210	211.70	00155175
FROG ENVIRONMENTAL INC.	V6407428	5610	1,059.00	00155176
FUJIMOTO, DIANA	V6401342	5220	36.54	00155505
FULLERTON ACE HARDWARE	V6405244	4310	248.05	00155273
GAIL MATERIALS	V6401793	4347	1,183.03	00155274
GALE SUPPLY CO	V6401798	9320	60.65	00155360

<u>VENDOR NAME</u>	<u>VENDOR ID</u>	<u>OBJECT</u>	<u>AMOUNT</u>	<u>CK#</u>
GANAHL LUMBER CO	V6401804	4355	693.03	00155361
			1,871.91	00155506
GANS INK AND SUPPLY CO. INC.	V6412496	4320	563.10	00155275
GARCIA, REMEDIOS	V6413370	5220	2.90	00155507
GARTNER INC.	V6412983	5880	10,040.00	00155474
GAS COMPANY, THE	V6404372	5510	41,127.29	00155276
		7439	7,061.94	00155276
GATEWAY URGENT CARE CENTER	V6407482	5810	85.00	00154958
GAZE, ROBBIE	V6411032	5210	1,496.32	00155025
GENERAL INDUSTRIAL TOOL AND SUPPLY	V6401833	9320	11.73	00155177
GLASBY MAINTENANCE SUPPLY CO.	V6401863	4347	225.18	00155440
		9320	80.68	00154959
			585.99	00155508
GOLDEN STATE PAVING CO INC	V6408228	5610	7,550.00	00155178
GOLDEN STATE WATER COMPANY	V6408018	5530	13,608.06	00155441
			2,568.55	00155509
GONZALEZ, CHRISTINA	V6413373	5220	5.80	00155510
GONZALEZ, LAURA	V6410576	5220	101.38	00155442
GONZALEZ, PAOLA	V6412802	5210	644.11	00154977
GOPHER SPORTS EQUIPMENT	V6401902	4310	808.19	00155511
GORM INC	V6401904	4347	2,097.97	00154960
		4410	1,421.82	00154960
			1,479.59	00155362
			762.49	00155512
GOVERNMENTJOBS.COM	V6409634	5880	11,889.70	00155179
GRAINGER	V6404982	4345	593.28	00155180
		4355	893.52	00154961
			1,564.83	00155068
			1,601.50	00155180
			102.21	00155277
			1,401.47	00155363
			441.24	00155513
GRAMMY MUSEUM	V6410933	5880	1,210.00	00154978
GREATER ANAHEIM SELPA	V6401927	8311	158,978.56	00155364
GREATMATS.COM CORPORATION	V6413285	4310	1,983.84	00154962
GREENS DISCOUNT GLASS AND SCREEN	V6409591	4355	282.31	00155069
			408.37	00155278
GUPTON, JACK	V6411080	4310	1,625.48	00154979
GUTIERREZ, ANDREINA	V6413375	5220	3.48	00155514
H AND H AUTO PARTS WHOLESAL	V6401967	4370	66.78	00154963
			452.46	00155515
		4376	435.19	00154963
			320.19	00155515
		4385	831.39	00155026
			227.09	00155515
HARDAWAY, HOWARD AND MELISSA	V6411288	5880	89.75	00155516
HARLAN, DYLAN	V6412593	5210	340.00	00155070
HATCHER, PATTY	V6408994	5220	82.36	00155279
HAUGEN, CRAIG	V6401122	3701	951.80	00155181
HAULAWAY STORAGE CONTAINERS INC.	V6410468	5620	383.60	00155182
HAZ PARTY RENTAL	V6402005	5620	349.37	00155071
HD INDUSTRIES	V6401983	4376	64.83	00155027
HERNANDEZ, CARLOS	V6400767	5210	9.00	00155028
HERRERA, KACIE	V6412743	5210	568.50	00155029
HERRICK WELKER, LAUREN	V6413327	5210	141.11	00154899

<u>VENDOR NAME</u>	<u>VENDOR ID</u>	<u>OBJECT</u>	<u>AMOUNT</u>	<u>CK#</u>
HILL, POPPY	V6407305	5210	1,250.89	00155365
HILLYARD FLOOR CARE SUPPLY	V6402055	9320	218.73	00155517
HOANG, THUY AND LUCIE NGO	V6411287	5870	38.36	00155280
HOFFMAN, AMBER	V6412317	5210	754.26	00155281
HOME DEPOT CREDIT SERVICES	V6405234	4310	898.09	00154964
			(120.49)	00155030
		4347	362.72	00155183
			70.32	00155282
			24.72	00155366
		4355	53.49	00154964
			1,740.37	00155030
			447.69	00155183
			1,421.41	00155366
		4375	22.56	00154964
HOOS, SHANNON	V6409552	5210	509.07	00155367
HOUSTON, AMBER	V6413063	4390	30.00	00155443
HOWARD INDUSTRIES	V6402088	4355	773.67	00155072
HUTTNER, HEATHER	V6412032	5220	34.57	00155031
IDENTICARD SYSTEMS WORLDWIDE INC	V6409335	4320	323.25	00155518
INLAND TOP SOIL MIXES INC.	V6402153	4347	2,779.95	00155368
INTERNATIONAL E Z UP INC	V6412784	4310	269.37	00155073
		4410	607.03	00155073
IPC USA INC.	V6410467	4382	20,594.82	00155184
J.W. PEPPER AND SON INC.	V6402214	4310	56.94	00154900
			192.36	00154980
			269.35	00155283
			115.23	00155369
			105.59	00155444
			1,059.72	00155519
JACKSONS A S BREA F M P	V6406346	4347	307.16	00155185
			135.37	00155370
		4355	19.40	00155074
		4370	66.79	00154901
			31.57	00155074
			429.21	00155520
		4375	135.75	00154901
			194.67	00155074
		4376	215.52	00154901
			270.59	00155520
		4385	137.04	00154901
			463.43	00155520
		4387	299.75	00155520
		4410	560.29	00155370
JART DIRECT MAIL SERVICE	V6402271	4310	5,404.90	00155521
JB BOSTICK COMPANY INC	V6411311	5610	2,100.00	00155186
JEYCO PRODUCTS INC	V6402332	4375	501.34	00155075
			1,950.48	00155522
		9320	471.95	00155522
JFK TRANSPORTATION CO INC	V6413170	5620	1,843.50	00155187
JHM SUPPLY INC.	V6411647	4355	429.46	00155076
			574.03	00155371
JOE RHODES MAINTENANCE SERVICE	V6402367	5610	389.86	00155188
JOHNSON CONTROLS	V6406981	4355	2,803.44	00155445
		5210	6,188.00	00155032
			8,402.00	00155189

<u>VENDOR NAME</u>	<u>VENDOR ID</u>	<u>OBJECT</u>	<u>AMOUNT</u>	<u>CK#</u>
JOHNSON, DIANE	V6413330	5210	615.37	00154981
KANG, ASHLEY JUNG YEON	V6413061	5210	64.00	00154982
KEMP, CHRISTINE	V6400923	5220	32.19	00155446
KEN A VISION	V6413323	4310	331.10	00155523
KILMER WAGNER AND WISE PAPER	V6402592	9320	401.00	00155284
KIM, JEFFREY	V6408523	5210	349.34	00155372
KIM, SAM	V6413091	1220	110.20	00155524
KNORR SYSTEMS INC.	V6402610	4355	7,370.10	00155033
KUSTOM IMPRINTS	V6408734	4310	1,430.41	00155034
LABELL EXCHANGE	V6412680	5918	600.00	00155190
LAKESHORE CURRICULUM MATERIALS	V6402648	4310	384.65	00155285
			128.75	00155373
LAM, JANE	V6412453	5220	2.90	00155035
LARNER, JOHN	V6402395	3702	1,816.80	00154965
LARSEN, SUSAN	V6406274	5210	1,179.38	00155286
LE, CAITLIN	V6411725	5220	36.77	00155447
LEDTERMAN, CAYLIN	V6410914	5880	195.74	00155036
LETTER PERFECT SIGNS	V6402726	4355	663.31	00155448
LONG BEACH USD	V6406012	5210	775.00	00155449
LOPEZ, CYNTHIA D.	V6407771	5220	82.94	00155525
LOPEZ, SILVIA	V6413199	5210	1,560.72	00154902
LOS ANGELES FREIGHTLINER INC	V6402833	4376	103.10	00154966
			94.13	00154967
			52.15	00155077
LUCYS LAUNDRY ANAHEIM	V6412017	5560	90.65	00154983
LUDEMAN, TISHA	V6407013	5210	117.72	00155078
LUJAN, DEBRA	V6408691	4310	276.95	00155191
LUNDQUIST, KATHY	V6402536	5220	48.72	00155450
LUX BUS AMERICA COMPANY	V6412135	5620	8,700.00	00155079
M COACH	V6413167	5620	3,039.99	00155451
			5,325.76	00155526
MACKIN LIBRARY MEDIA	V6402903	4210	1,025.01	00154968
			839.93	00155080
			2,384.92	00155287
			2,568.14	00155527
MADI, AYSAH	V6413371	5220	6.14	00155528
MAGENO, MAYRA	V6413369	5220	6.26	00155529
MAI, LILIANA	V6413339	4310	642.92	00155288
MARCUS MANAGEMENT SOLUTIONS	V6411856	5805	13,000.00	00155289
MARQUEZ, YUNJIE	V6413372	5220	8.00	00155530
MARTINEZ, ARIANA	V6413374	5220	2.08	00155531
MARTINEZ, DEBBIE	V6408279	5210	28.00	00154984
MATSUDA, MICHAEL	V6403107	5210	50.90	00155290
MC CLANAHAN, TWYLER	V6413368	5220	1.74	00155532
MC COY MILLS FORD	V6411093	6490	92,012.99	00155081
MC FADDEN DALE HARDWARE CO	V6403056	4347	32.71	00155374
		4355	69.39	00154969
			384.86	00155082
			122.46	00155192
			308.35	00155374
		4375	42.99	00154969
MC LAUGHLIN, BETHANY	V6408748	5210	333.00	00154903
MD GRAPHIC INSTALLERS INC	V6413286	5610	1,950.00	00155037
			2,150.00	00155083
MEDINA, ELIZABETH	V6413332	4310	288.48	00155038

<u>VENDOR NAME</u>	<u>VENDOR ID</u>	<u>OBJECT</u>	<u>AMOUNT</u>	<u>CK#</u>
MERCADO, CLAUDIA	V6406536	5210	38.00	00154904
METRO DIESEL INJECTION INC	V6412596	8699	711.25	00155193
MIKE ELAM CONSTRUCTION	V6412866	5610	855.00	00154985
MISSION LINEN SUPPLY	V6411115	4388	91.72	00154970
			103.70	00155084
			197.24	00155194
			91.72	00155533
MOBILE INDUSTRIAL SUPPLY	V6407890	4375	156.21	00155534
MODERN BATTERY SOLUTIONS	V6412780	4410	935.99	00155452
		5610	594.78	00155452
MONTENEGRO, ROBERT	V6403968	3701	1,809.00	00154986
MONTGOMERY HARDWARE CO.	V6405624	4355	32.33	00154987
			725.55	00155195
			217.37	00155375
		5610	1,200.00	00154905
MORSCO SUPPLY LLC	V6412910	4355	206.19	00155085
			505.28	00155196
NAJERA, EMMANUEL	V6413342	5220	7.27	00155376
NASCO	V6403253	4310	3,222.26	00154971
			180.16	00155535
			95.85	00154971
NATIONAL CINEMEDIA LLC	V6413306	5880	5,461.25	00155475
NAVARRO, MONICA	V6412545	5220	55.10	00155197
NEWEGG BUSINESS INC	V6412716	4310	81.87	00155536
		4320	6,895.74	00155536
NGUYEN HUYNH, MONIQUE	V6413191	5220	26.10	00155377
NGUYEN, AMY	V6412777	5220	46.11	00155291
NGUYEN, MARNAE	V6411433	5210	437.00	00155292
NIMCO	V6403365	4310	750.22	00154972
			147.47	00155537
NORTH ORANGE COUNTY REGIONAL	V6403384	4390	694.36	00155378
		5100	636,976.94	00154906
		5805	939.80	00155538
NORTHSTAR AV LLC	V6411265	4310	1,648.57	00155293
		4320	216.58	00155293
OCDE	V6403452	5210	700.00	00155039
OFFICE DEPOT	V6403421	4310	183.88	00155235
		4320	1,110.35	00155198
		4390	147.82	00155198
		9320	1,449.24	00154908
			161.19	00155198
OLIVE CREST ACADEMY	V6410765	5860	21,444.74	00155325
ORANGE COUNTY BEARING	V6409966	4355	95.90	00155087
ORANGE COUNTY FIRE PROTECTION	V6403457	4355	362.04	00155326
ORANGE COUNTY PUBLIC SAFETY	V6411157	5810	13,700.00	00155350
ORANGE COUNTY TRANSIT AUTHORITY	V6406414	5880	2,328.00	00154909
ORANGE COUNTY WINDUSTRIAL	V6412671	4410	2,364.98	00154910
			1,182.49	00155199
ORANGEVIEW JR HIGH SCHOOL	V6403468	5810	640.00	00155139

<u>VENDOR NAME</u>	<u>VENDOR ID</u>	<u>OBJECT</u>	<u>AMOUNT</u>	<u>CK#</u>
O'REILLY AUTO PARTS	V6411401	4370	413.39	00154907
			155.93	00155551
		4376	145.27	00155086
			346.00	00155551
		4385	88.63	00154907
			22.56	00155086
			24.89	00155551
		4387	152.75	00155551
ORTA RODRIGUEZ, IRLANDA	V6413279	5210	77.25	00155327
		5220	21.00	00155327
ORVAC ELECTRONICS	V6403479	4355	39.67	00155088
			40.08	00155200
			372.99	00155328
PACIFIC AUDIOLOGICS	V6406874	5810	16,150.00	00155140
PALMER, DONALD	V6405811	5220	37.06	00154911
			32.59	00155141
PALOMINO, YVETTE	V6412520	4390	435.00	00155040
PARADIGM HEALTHCARE SERVICES	V6403536	5810	1,000.00	00154912
			9,495.54	00155089
			1,000.00	00155236
PARK, ESTHER	V6411350	5220	59.45	00155142
PARK, MARY ELLEN	V6408790	5210	567.88	00155090
PARKER AND COVERT LLP	V6403544	5821	3,421.75	00154913
			2,632.00	00155237
PARKHOUSE TIRE INC.	V6403547	4386	1,238.65	00155552
PARRATTO, ROBYN	V6412361	4390	760.20	00155041
PATINO, REUBEN	V6403910	5210	218.72	00154914
		5220	91.70	00155042
PAVASARS, JOHN	V6408437	5220	274.17	00155043
PC AND MACEXCHANGE	V6410706	4410	1,345.80	00155238
PDQ.COM CORPORATION	V6413299	5880	279.26	00154915
PENNER PARTITIONS INC	V6403625	4355	130.38	00155351
PERFETTO, NICHOLAS	V6412986	5210	525.00	00154916
PHAM, RICK	V6406082	5220	120.50	00154917
PHILLIPS, IMELDA	V6413328	5210	33.46	00154918
PHOENIX TREE PUBLISHING INC.	V6413253	4210	559.86	00155201
PIONEER DRAMA SERVICE INC	V6403673	4310	321.00	00155044
		5880	170.00	00155044
PIPS	V6407384	3601	324,095.38	00155453
		3602	108,031.79	00155453
PITNEY BOWES	V6403677	4347	252.32	00155553
PITNEY BOWES INC	V6403678	5610	1,951.75	00155554
PITSCO INC.	V6403679	4310	382.69	00155555
POOL SUPPLY OF ORANGE COUNTY	V6403700	4355	954.91	00154919
		5610	396.41	00155091
			1,446.21	00155329
PORTVIEW PREPARATORY	V6411850	5860	21,435.00	00155330
POWERS, BRENDAN	V6412161	5210	235.00	00154920
POWERS, REGINA	V6411665	5210	108.34	00155352
PRAXAIR	V6403719	4355	108.60	00155092
		4410	1,418.16	00155239
PRINGLES DRAPERIES AND BLINDS	V6405953	4355	1,155.94	00155093
PRO SOUND AND STAGE LIGHTING	V6403760	4310	707.81	00155556
PROTECTION ONE ALARM MONITORING INC.	V6412084	5620	3,229.83	00155240
PUBLIC IDENTITY	V6413321	4310	294.38	00154921

<u>VENDOR NAME</u>	<u>VENDOR ID</u>	<u>OBJECT</u>	<u>AMOUNT</u>	<u>CK#</u>
PUBLIC INFORMATION RESOURCES INC.	V6413262	5210	1,238.00	00155202
RAMIREZ, MARIA T.	V6412066	5220	62.76	00154922
			67.92	00155143
RC BODY AND PAINT	V6413168	5610	3,200.00	00155144
REAL, JEANNETTE	V6411176	5220	133.46	00155045
REEL LUMBER SERVICE	V6403871	4355	680.36	00155094
REFRIGERATION SUPPLIES DIST.	V6403873	4355	2,401.88	00154923
			1,757.50	00155095
			3,521.78	00155331
			19.42	00155379
REGENCY LIGHTING	V6411239	9320	862.00	00155557
RELIABLE WORKPLACE SOLUTIONS	V6403889	9320	682.97	00155454
RELIAS LEARNING LLC	V6412079	5880	6,303.33	00155380
RENAISSANCE LEARNING INC	V6403894	5880	2,055.00	00155558
RENTERIA PAEZ, KAREN P.	V6413324	5220	2.32	00154924
REPUBLIC SERVICES OF SO. CALIFORNIA	V6410174	5580	4,182.56	00155332
			1,714.02	00155407
REVOLVING CASH FUND	V6405190	4310	2,731.33	00155096
			955.35	00155145
		4355	17.10	00155096
		4390	1,095.00	00155096
			646.69	00155145
		5210	2,729.14	00155096
			2,292.03	00155145
		5880	1,210.00	00155096
			6,050.00	00155145
		5910	724.87	00155096
			11,430.06	00155145
		8675	378.00	00155145
		8699	54.00	00155096
			77.00	00155145
RIDDELL ALL AMERICAN	V6403939	5630	9,298.95	00154973
ROCKLER WOODWORKING AND HARDWARE	V6403987	4310	83.98	00155097
RODRIGUEZ, ELISE	V6413326	5220	2.03	00154925
RODRIGUEZ, VIRIDIANA	V6412875	5220	18.15	00155098
ROSEBURROUGH TOOL CO. INC	V6404014	4355	881.52	00155099
ROSSIER PARK SCHOOL	V6411451	5860	33,523.43	00155333
S.C. SIGNS AND SUPPLIES LLC	V6410977	4355	1,874.85	00154926
			448.24	00155381
			519.89	00155455
SALAZAR, MARIA	V6413325	5220	2.32	00154927
SC FUELS	V6404378	4384	2,487.28	00155100
			1,573.35	00155559
SCHOLASTIC INC.	V6404150	4210	104.39	00155408
SCHOOL HEALTH CORPORATION	V6404160	4320	208.56	00155241
SCHOOL NURSE SUPPLY INC	V6404166	4310	267.77	00155382
		4320	193.75	00155560
SCHOOL SPECIALTY INC	V6404173	4310	443.39	00155203
			506.39	00155334
SCHORR METALS INC	V6404179	4355	333.92	00155101
SCHWARTZ, BILLIE	V6400521	5220	63.22	00154928

<u>VENDOR NAME</u>	<u>VENDOR ID</u>	<u>OBJECT</u>	<u>AMOUNT</u>	<u>CK#</u>
SEHI COMPUTER PRODUCTS INC	V6404221	4310	8,749.55	00154929
			221.50	00155102
			21,524.38	00155242
			17,054.68	00155383
			371,414.29	00155561
		4320	49.64	00154929
		4410	47,710.69	00155204
			934.31	00155242
			1,260.21	00155383
			5,565.29	00155561
SHELF MASTER INC.	V6411484	4320	2,455.35	00155103
SHERWIN WILLIAMS CO., THE	V6410919	4355	119.87	00154930
			15.69	00155104
			47.61	00155205
			26.96	00155335
			18.75	00155384
SHIELD FIRE PROTECTION	V6410947	5610	395.00	00155385
SHORE CREATION LLC	V6413300	4310	925.51	00154931
SHRED IT USA LLC	V6411124	5610	1,241.63	00155206
SIGLER INC., RUSSELL	V6410420	4355	88.87	00154932
			843.51	00155105
			313.78	00155207
			324.44	00155243
			164.19	00155386
SIGN MART PLASTICS PLUS	V6412529	4320	1,123.07	00155244
SKYFIT TECH INC	V6411219	5610	1,036.49	00155046
SO CAL OFFICE TECHNOLOGIES	V6406339	5620	495.65	00155562
SOBEL GROUP INC., THE	V6412820	5810	1,313.50	00155563
SOCALGRAD	V6411708	4320	6,714.42	00154933
			3,850.25	00155106
			96.98	00155208
			990.45	00155336
			4,249.04	00155456
SOFTWARE 4 SCHOOLS	V6410482	4410	979.13	00155387
SOLED ENERGY INC	V6413100	5610	1,450.00	00155146
SOLIS GROUP, THE	V6412965	5810	7,293.00	00155047
SOLORZANO, RAQUEL	V6408953	5210	406.03	00154934
			239.30	00155337
SOLORZANO, RAYMOND	V6411140	5210	429.05	00155107
SOSA, KANDYCE	V6413144	5220	73.78	00155409
SOUTH JHS ASB	V6405227	5810	500.00	00155108
SOUTHCOAST SHORTLOAD	V6412398	5610	985.91	00155209
SOUTHERN CALIFORNIA EDISON CO.	V6404370	5520	77,342.60	00155147
SOUTHWEST SCHOOL AND OFFICE SUPPLY	V6404383	9320	321.19	00154935
SPEECH AND LANGUAGE	V6404400	5860	34,102.73	00155388
SPICERS PAPER INC	V6404405	4320	520.23	00155389
		9320	2,615.74	00155338
SPORN, DANA	V6407911	5210	816.54	00155109
SPOT LIGHTING SUPPLIES	V6411867	9320	3,798.19	00154936
SPRINT SOLUTIONS INC	V6411072	5918	320.70	00155539
SPYKERMAN, JULIE	V6405752	5220	165.01	00155457
STAFFREHAB	V6411260	5810	3,600.00	00155110
			3,600.00	00155245

<u>VENDOR NAME</u>	<u>VENDOR ID</u>	<u>OBJECT</u>	<u>AMOUNT</u>	<u>CK#</u>
STAPLES ADVANTAGE	V6410116	4310	21.89	00155111
			830.37	00155339
		4320	727.95	00155339
STEINBRICK, GAIL	V6408751	5220	70.18	00155048
STEINLE, CHARLES	V6410113	3701	1,187.20	00155049
SWEETWATER	V6409201	4310	680.05	00155340
SWITZER CENTER	V6413048	5860	3,311.75	00155341
SWITZER, MICHAEL	V6411497	5220	177.71	00155050
			19.44	00155458
T MOBILE	V6410424	5810	327.53	00155112
		5918	3,617.81	00155210
TAVIET LCS	V6413058	4150	2,890.32	00155113
TEACHER'S DISCOVERY	V6404620	4310	169.10	00155051
TEACHFX INC	V6413248	5880	24,000.00	00155114
TEXTBOOK WAREHOUSE	V6404663	4210	605.81	00154937
			446.43	00155115
			47.09	00155390
THOMASSON, MELANIE	V6410437	5210	23.94	00154938
THOMSON REUTERS WEST	V6407958	4320	161.00	00155211
TIETZE, BRANDON	V6412351	5210	40.00	00154939
TIME AND ALARM SYSTEM	V6404729	4410	709.39	00154940
TOLEDO PHYSICAL EDUCATION SUPPLY	V6404740	4310	298.37	00155116
TORO AIRE INC	V6408584	4355	82.97	00155342
TORRES, SELINA	V6413349	5210	269.00	00155410
TOWNSEND PUBLIC AFFAIRS INC.	V6413003	5810	5,000.00	00155294
TRAN, THAO	V6412446	5210	33.46	00155052
		5220	45.24	00155246
TRUCK PRO PTO SALES CORPORATION	V6403784	4376	1,795.96	00155117
		4385	404.79	00155564
TUPARAN, LUIS	V6410822	5220	105.85	00155247
TURF STAR INC	V6404805	4347	1,794.08	00154941
			7.80	00155118
U S BANK	V6406511	4310	8,939.42	00155411
		4320	2,146.51	00155411
		4347	48.47	00155411
		4390	6,319.00	00155411
		4410	2,726.71	00155411
		5210	12,813.10	00155411
		5620	500.00	00155411
		5880	1,145.66	00155411
UEC AT CSUSB	V6411600	5210	1,080.00	00155565
ULINE	V6406546	4320	333.60	00155566
		9320	286.70	00155119
UNI POINT LLC	V6406402	5810	62.50	00155120
			250.00	00155412
UNION AUTO SERVICE CENTER	V6404840	4370	496.99	00155121
		5610	1,112.80	00155121
UNITED REFRIGERATION INC.	V6404853	4355	192.96	00155122
		4370	2,984.54	00155567
		5610	3,124.70	00155567
UNIVERSAL STUDIOS HOLLYWOOD	V6404863	5880	3,719.38	00155413
US AIR CONDITIONING DISTRIBUTORS	V6404317	4355	15.83	00155123
			29.14	00155148
US GAMES	V6404813	4310	515.23	00155149
		9320	274.77	00155343

<u>VENDOR NAME</u>	<u>VENDOR ID</u>	<u>OBJECT</u>	<u>AMOUNT</u>	<u>CK#</u>
V TEX INC	V6413305	4310	502.27	00154942
VALENZUELA, ANDREA	V6409612	5210	525.00	00154943
VAZQUEZ, LIZBETH SEGURA	V6412067	5220	49.13	00155150
VERNIER SOFTWARE	V6404919	4310	154.31	00155248
VEX ROBOTICS INC	V6410612	4310	1,095.80	00155459
		4410	5,180.71	00155459
VILDOSOLA, PATRICIA	V6413267	5220	48.72	00155151
VISION COMMUNICATIONS CO.	V6404955	4320	249.98	00155249
		5610	377.92	00155344
			188.96	00155391
VITAL LINK	V6404963	5880	1,350.00	00154944
			875.00	00155392
VMI VIDEO	V6408150	4310	922.05	00155393
			6,147.77	00155568
		4410	4,331.45	00155393
			8,372.97	00155568
WALKERS DELI	V6407901	4390	118.78	00155212
WALTERS WHOLESAL	V6409053	4355	336.05	00154945
			151.01	00155124
			669.81	00155152
			26.79	00155250
WARD'S NATURAL SCIENCE EST	V6404999	4310	278.60	00154946
			294.69	00155125
			148.24	00155394
WATANABE, ANDREA	V6413122	5210	525.00	00154947
WAXIE SANITARY SUPPLY	V6405008	4347	168.51	00155460
		4410	103.95	00155460
WENGER CORP	V6405024	4310	39,995.08	00154948
		4410	16,546.10	00154948
WEST COAST HYDRAULIC LIFT REPAIR INC	V6413335	4376	1,212.75	00155295
		5610	925.00	00155295
			740.00	00155569
WHITMORE, SHANNON	V6412630	5210	174.01	00154949
WICKS, MYRNA	V6413350	5210	45.00	00155414
WILDE, STEPHANIE	V6413126	5220	8.70	00155345
WILLEY, MICHAEL	V6412817	5210	102.25	00155346
WILLIAM V MACGILL AND COMPANY	V6402896	4320	89.54	00154974
WILMOTH, SCOTT	V6407251	5210	400.00	00154950
WOODCRAFT	V6405102	4355	21.73	00155395
XEROX CORPORATION	V6405129	5620	6,960.54	00155251
YALE CHASE MATERIALS HANDLING INC	V6407574	6490	17,782.82	00155347
YAMAHA GOLF CARTS OF CALIFORNIA	V6405131	5610	297.94	00155126
YENNIS PARTY RENTALS INC.	V6413218	5620	350.00	00155127
ZISKO, AMBER	V6406552	5220	44.60	00155252
ZONES	V6405158	4310	1,593.83	00154951
			22,840.35	00155128
		4410	39.85	00154951
			2,859.42	00155128
			119.11	00155213
			2,178.75	00155396

GENERAL FUND (0101)

3,835,083.13

<u>VENDOR NAME</u>	<u>VENDOR ID</u>	<u>OBJECT</u>	<u>AMOUNT</u>	<u>CK#</u>
BALFOUR BEATTY CONSTRUCTION LLC	V6412996	5610	246,059.90	00155397
DEFERRED MAINTENANCE (1414)			246,059.90	
BALFOUR BEATTY CONSTRUCTION LLC	V6412996	6165	248,202.55	00155253
CRISP IMAGING	V6408990	6241	823.86	00155214
		6276	202.25	00155214
CUMMING CONSTRUCTION MANAGEMENT INC	V6411922	6273	74,300.00	00155254
ERICKSON HALL CONSTRUCTION CO	V6413032	6165	138,328.48	00155153
		6270	259,601.44	00155153
GHATAODE BANNON ARCHITECTS	V6408656	6212	18,783.01	00155053
HAULWAY STORAGE CONTAINERS INC.	V6410468	6274	93.80	00155054
UTIL LOCATE	V6412856	6209	30,800.00	00155129
GO BOND FUND (2124)			771,135.39	
ALEX MOVING AND STORAGE	V6413283	6274	7,820.00	00155255
CRISP IMAGING	V6408990	6241	1,531.24	00155215
DIGITAL ELECTRIC INC.	V6410370	6165	2,486.00	00155296
ENCORP	V6409154	6250	3,010.00	00155256
HAULWAY STORAGE CONTAINERS INC.	V6410468	6274	250.00	00155055
HCI SYSTEMS INC	V6413251	6270	76,876.52	00155056
JM AND J CONTRACTORS	V6410460	6274	17,500.00	00155216
MONTGOMERY HARDWARE CO.	V6405624	6274	12,781.28	00154988
ORANGE COUNTY PUBLIC SAFETY	V6411157	6274	11,424.00	00155353
RED HAWK SERVICES	V6412861	6126	354,124.85	00155570
REVOLVING CASH FUND	V6405190	6210	12,445.05	00155130
			3,700.00	00155154
GO BOND FUND SERIES 2018 (2126)			503,948.94	
CRISP IMAGING	V6408990	6241	459.23	00155217
DIVISION OF THE STATE ARCHITECT	V6411414	6210	5,775.00	00155057
ENCORP	V6409154	6250	8,876.00	00155297
GHATAODE BANNON ARCHITECTS	V6408656	6212	409.61	00155058
PUBLIC ECONOMICS INC	V6403787	5810	635.00	00155059
SCHOOL FACILITY CONSULTANTS	V6404158	5810	2,410.00	00155218
CAPITAL FACILITIES FUND (2525)			18,564.84	
AMERICAN FENCE COMPANY INC	V6407611	6274	852.48	00155155
CRISP IMAGING	V6408990	6241	1,258.92	00155219
CUMMING CONSTRUCTION MANAGEMENT INC	V6411922	6273	26,400.00	00155257
CAPITAL FACILITIES RDA FUND (2545)			28,511.40	
BALFOUR BEATTY CONSTRUCTION LLC	V6412996	6165	178,858.55	00155258
			44,058.50	00155298
			101,892.80	00155398
		6270	410,899.70	00155156
ERICKSON HALL CONSTRUCTION CO	V6413032	6270	324,899.81	00155157
SPECIAL RESERVE FUND (4041)			1,060,609.36	

	<u>VENDOR NAME</u>	<u>VENDOR ID</u>	<u>OBJECT</u>	<u>AMOUNT</u>	<u>CK#</u>
AUHSD		V6400400	5890	9,120.14	00155348
WORKER'S COMPENSATION FUND (6768)				9,120.14	
AMERICAN FIDELITY ASSURANCE COMPANY		V6408036	5450	8,967.10	00154989
				8,902.55	00155571
AUHSD		V6400400	5891	824,211.66	00154990
				1,573,948.13	00155349
BENEFIT AND RISK MANAGEMENT SERVICES		V6412889	5812	411,104.38	00155461
BENISTAR HARTFORD		V6410980	5466	90,510.80	00155311
CALIFORNIA SCHOOLS DENTAL COALITION		V6405368	5892	250,791.00	00155158
DELTA DENTAL INSURANCE COMPANY		V6411391	5465	15,468.13	00154952
EXPRESS SCRIPTS INC.		V6410974	5895	188,195.05	00154953
				198,284.95	00154991
				155,615.58	00155259
				165,041.46	00155415
GALLAGHER BENEFIT SERVICES INC.		V6408675	5812	12,733.88	00155399
HOLMAN PROFESSIONAL COUNSELING CENTERS		V6411743	5463	148,755.96	00154992
METLIFE		V6408692	5462	22,775.20	00154993
				22,840.28	00155540
PINNACLE CLAIMS MANAGEMENT INC.		V6409946	5812	1,000.00	00155572
VISION SERVICE PLAN		V6404956	5464	53,146.54	00154954
HEALTH & WELFARE INS FUND (6769)				4,152,292.65	
GREATER ANAHEIM SELPA		V6401927	9620	259,183.00	00155060
PASS THRU FUND (7676)				259,183.00	
GRAND TOTAL ALL FUNDS				10,884,508.75	

**ANAHEIM UNION HIGH SCHOOL DISTRICT
ASB SUMMARY OF CASH BALANCES
MARCH 2019**

School Name	Prior Month Total	Current Month			Total
		Checking	Petty Cash / Change Fund	Savings	
Anaheim	420,719.72	325,982.85	1,000.00	53,035.92	380,018.77
Western	325,717.89	203,575.30	1,275.00	124,095.16	328,945.46
Magnolia	120,993.37	103,164.44	700.00		103,864.44
Savanna	112,613.07	154,315.29	500.00	251.09	155,066.38
Loara	173,678.77	101,918.06	800.00	68,089.90	170,807.96
Katella	231,962.17	244,505.40	2,100.00		246,605.40
Kennedy	414,762.42	398,610.61	1,300.00		399,910.61
Cypress	597,610.95	592,430.02	1,700.00	48,456.99	642,587.01
Brookhurst	34,468.49	25,764.80			25,764.80
Orangeview	39,541.81	36,589.25	100.00		36,689.25
Walker	108,153.10	112,166.10			112,166.10
Dale	48,938.79	55,759.79			55,759.79
Sycamore	27,179.26	28,549.21			28,549.21
Ball	19,628.15	13,917.16			13,917.16
South	66,794.72	58,267.14			58,267.14
Oxford	403,959.96	496,166.90	350.00		496,516.90
Lexington	67,750.48	64,708.68			64,708.68
Hope	80,969.48	81,574.47			81,574.47
Gilbert	34,343.04	34,784.04			34,784.04
Total	3,329,785.64	3,132,749.51	9,825.00	293,929.06	3,436,503.57

Anaheim Union High School District
Cafeteria Fund
Financial Statements
February 2019



Balance Sheet
Anaheim Union High School District
02/28/2019

Account Number	Description	
Asset	Assets	
CASH		
9120	Cash-Checking	\$6,400,844.80
9122	Change Fund	\$12,740.00
Total CASH		\$6,413,584.80
RECEIVABLE		
9210	A/R - Current	\$111,980.46
9280	A/R - State	\$272,916.73
9290	A/R - Federal	\$3,560,267.77
Total RECEIVABLE		\$3,945,164.96
INVENTORIES		
9321	Warehouse Food	\$142,872.56
9322	Warehouse Commodity	\$10,484.11
9323	Warehouse Supplies	\$60,983.59
9326	School Food	\$146,515.95
9327	School Commodity	\$141.16
9328	School Supplies	\$30,549.60
Total INVENTORIES		\$391,546.97
Total Asset		\$10,750,296.73
Liability	Liabilities and Fund Balance	
LIABILITIES		
9510	A/P - Current	\$2,173,746.39
9530	A/P - Accrued Vacation	\$86,373.00
9580	Sales Tax Liability	\$3,961.37
9599	Purchases Clearing	\$0.00
9650	Deferred Revenue	\$65,100.40
Total LIABILITIES		\$2,329,181.16
Total Liability		\$2,329,181.16
Fund Balance	Liabilities and Fund Balance	
FUND BALANCE		
9780	Spending Plan/Central Kitchen	\$3,871,410.12
9798	Fund Balance	\$4,959,102.38
Total FUND BALANCE		\$8,830,512.50
Total Fund Balance		\$8,830,512.50
Current Year Profit (Loss)		(\$409,396.95)
Total Liabilities and Fund Balance		\$10,750,296.71

Show all data



Statement of Revenue and Expense Anaheim Union High School District

	Period 8 Ending In 02/28/2019				Period 8 Ending In 02/28/2018			
	Monthly	%	YTD	%	Monthly	%	YTD	%
Revenue								
Local Revenue								
8621	\$40,638.00	1.90 %	\$278,976.00	1.84 %	\$33,774.00	1.48 %	\$250,755.00	1.65 %
Elementary - Lunch								
8622	\$31.50	0.00 %	\$31.50	0.00 %	\$0.00	0.00 %	\$0.00	0.00 %
Junior High - Breakfast								
8623	\$348.00	0.02 %	\$2,697.00	0.02 %	\$0.00	0.00 %	\$0.00	0.00 %
Junior High - Lunch								
8632	\$6,648.25	0.31 %	\$51,350.25	0.34 %	\$6,809.25	0.30 %	\$45,190.25	0.30 %
High School - Breakfast								
8633	\$70,422.00	3.29 %	\$557,775.00	3.68 %	\$70,899.00	3.11 %	\$532,819.00	3.50 %
High School - Lunch								
8634	\$0.00	0.00 %	\$0.00	0.00 %	\$0.00	0.00 %	\$291.00	0.00 %
Meal Sales								
8635	\$83,127.23	3.89 %	\$708,294.89	4.67 %	\$98,370.00	4.31 %	\$754,069.75	4.95 %
A La Carte Sales								
8636	\$41.71	0.00 %	\$344.86	0.00 %	\$50.05	0.00 %	\$527.79	0.00 %
Adult Rev. - Breakfast								
8637	\$2,004.09	0.09 %	\$15,174.68	0.10 %	\$3,553.64	0.16 %	\$24,496.45	0.16 %
Adult Rev. - Lunch								
Local Revenue	\$203,260.78	9.50 %	\$1,614,644.18	10.65 %	\$213,455.94	9.36 %	\$1,608,149.24	10.56 %
Federal Reimbursements								
8200	\$344,737.90	16.12 %	\$2,462,709.64	16.24 %	\$378,674.32	16.61 %	\$2,476,136.00	16.25 %
Fed. Meal Rev.-Breakfast								
8220	\$1,361,085.47	63.63 %	\$9,514,179.40	62.74 %	\$1,455,838.30	63.85 %	\$9,614,199.39	63.11 %
Fed. Meal Rev.-Lunch								
8290	\$49,994.49	2.34 %	\$350,016.03	2.31 %	\$48,508.24	2.13 %	\$318,517.76	2.09 %
Misc Fed Rev.-Snack								
Federal Reimbursements	\$1,755,817.86	82.09 %	\$12,326,905.07	81.29 %	\$1,883,020.86	82.59 %	\$12,408,853.15	81.45 %
State Reimbursements								
8500	\$38,597.22	1.80 %	\$275,666.25	1.82 %	\$42,257.02	1.85 %	\$282,405.44	1.85 %
St. Meal Rev.-Breakfast								
8520	\$96,034.95	4.49 %	\$670,950.72	4.42 %	\$102,403.67	4.49 %	\$689,909.82	4.53 %
St. Meal Rev.-Lunch								
State Reimbursements	\$134,632.17	6.29 %	\$946,616.97	6.24 %	\$144,660.69	6.34 %	\$972,315.26	6.38 %
Other Revenue								
8638	(\$886.63)	-0.04 %	(\$13,310.22)	-0.09 %	(\$1,597.35)	-0.07 %	(\$7,254.68)	-0.05 %
Cash Over & Short								
8699	\$46,196.96	2.16 %	\$289,591.53	1.91 %	\$40,483.92	1.78 %	\$252,330.30	1.66 %
Spec Activity/Cater								
Other Revenue	\$45,310.33	2.12 %	\$276,281.31	1.82 %	\$38,886.57	1.71 %	\$245,075.62	1.61 %
Total Revenue	\$2,139,021.14	100.00 %	\$15,164,447.53	100.00 %	\$2,280,024.06	100.00 %	\$15,234,393.27	100.00 %
Expense								
Food Purchases & Govnmt								
4700	\$683,185.74	31.94 %	\$5,261,370.69	34.70 %	\$796,473.26	34.93 %	\$5,437,781.36	35.69 %
Food Purchases								
Food Purchases & Govnmt	\$683,185.74	31.94 %	\$5,261,370.69	34.70 %	\$796,473.26	34.93 %	\$5,437,781.36	35.69 %
Supplies								
4300	\$9,209.10	0.43 %	\$129,474.44	0.85 %	\$16,588.76	0.73 %	\$446,602.15	2.93 %
Materials & Supplies								



Statement of Revenue and Expense Anaheim Union High School District

	Period 8 Ending In 02/28/2019				Period 8 Ending In 02/28/2018			
	Monthly	%	YTD	%	Monthly	%	YTD	%
4400	\$1,643.15	0.08 %	\$103,437.41	0.68 %	\$0.00	0.00 %	\$77,865.32	0.51 %
Noncapitalized Equipment-Under \$5000								
4790	\$79,886.67	3.73 %	\$526,291.40	3.47 %	\$92,534.35	4.06 %	\$200,756.41	1.32 %
Supplies (Food)								
Supplies	\$90,738.92	4.24 %	\$759,203.25	5.01 %	\$109,123.11	4.79 %	\$725,223.88	4.76 %
Salaries								
2200	\$820,101.95	38.34 %	\$5,160,509.98	34.03 %	\$773,347.16	33.92 %	\$4,968,933.96	32.62 %
Classified Salaries								
2300	\$47,348.32	2.21 %	\$363,794.34	2.40 %	\$43,994.54	1.93 %	\$332,076.32	2.18 %
Class.Sup/Admin Salaries								
2400	\$50,130.44	2.34 %	\$335,219.13	2.21 %	\$43,142.68	1.89 %	\$282,261.76	1.85 %
Clerical/Office Salaries								
2550	\$12,339.00	0.58 %	\$86,373.00	0.57 %	\$12,429.00	0.55 %	\$87,003.00	0.57 %
Food Service Vacation Pay								
Salaries	\$929,919.71	43.47 %	\$5,945,896.45	39.21 %	\$872,913.38	38.29 %	\$5,670,275.04	37.22 %
Benefits								
3202	\$127,282.48	5.95 %	\$830,523.26	5.48 %	\$101,818.63	4.47 %	\$680,131.87	4.46 %
PERS, Classified Position								
3302	\$68,943.33	3.22 %	\$441,533.77	2.91 %	\$64,330.57	2.82 %	\$422,723.68	2.77 %
OASD/MED/Classified Position								
3402	\$205,609.80	9.61 %	\$1,621,513.19	10.69 %	\$206,460.92	9.06 %	\$1,560,398.01	10.24 %
Hlth/Welfare, Classified								
3502	\$459.48	0.02 %	\$2,929.85	0.02 %	\$433.65	0.02 %	\$2,811.28	0.02 %
SUI, Classified Position								
3602	\$22,371.41	1.05 %	\$142,862.21	0.94 %	\$20,003.25	0.88 %	\$129,591.00	0.85 %
Workers Comp, Classified								
Benefits	\$424,666.50	19.85 %	\$3,039,362.28	20.04 %	\$393,047.02	17.24 %	\$2,795,655.84	18.35 %
Other Expenses								
5200	\$1,085.90	0.05 %	\$8,945.22	0.06 %	\$1,396.31	0.06 %	\$11,765.70	0.08 %
Travel & Conference								
5500	\$10,964.00	0.51 %	\$174,779.27	1.15 %	\$9,000.00	0.39 %	\$143,568.10	0.94 %
Operation & Housekeeping								
5600	\$4,765.86	0.22 %	\$88,369.73	0.58 %	\$7,746.71	0.34 %	\$40,189.48	0.26 %
Rental/Lease/Repair								
5800	\$0.00	0.00 %	\$140,557.51	0.93 %	\$129,362.95	5.67 %	\$130,952.89	0.86 %
Prof. Consult Service								
5900	\$0.00	0.00 %	\$23,264.93	0.15 %	\$529.40	0.02 %	\$21,107.37	0.14 %
Fax, Pager, Postage								
Other Expenses	\$16,815.76	0.79 %	\$435,916.66	2.87 %	\$148,035.37	6.49 %	\$347,583.54	2.28 %
Capital Outlay								
6500	\$14,333.35	0.67 %	\$132,095.15	0.87 %	\$0.00	0.00 %	\$45,799.73	0.30 %
Equipment- Over \$5000								
Capital Outlay	\$14,333.35	0.67 %	\$132,095.15	0.87 %	\$0.00	0.00 %	\$45,799.73	0.30 %
Total Expense	\$2,159,659.98	100.96 %	\$15,573,844.48	102.70 %	\$2,319,592.14	101.74 %	\$15,022,319.39	98.61 %
Net Profit (Loss)	(\$20,638.84)	-0.96 %	(\$409,396.95)	-2.70 %	(\$39,568.08)	-1.74 %	\$212,073.88	1.39 %

Show all data

ANAHEIM UNION HIGH SCHOOL DISTRICT

Business Division

2018/19 MONTHLY ENROLLMENT REPORT

Month 9

04/01/19 to 04/26/19



SCHOOL	REGULAR DAY						Subtotal	Hosp/Hm	SP ED	TOTAL STUDENTS
	9th	10th	11th	12th						
Anaheim	751	709	735	528	2,723	1	144	2,868		
Cypress	703	756	637	648	2,744	-	86	2,830		
Katella	647	651	586	586	2,470	3	159	2,632		
Kennedy	567	559	504	590	2,220	1	89	2,310		
Loara	465	478	441	431	1,815	2	128	1,945		
Magnolia	425	399	315	371	1,510	1	136	1,647		
Oxford	205	197	183	199	784	1	-	785		
Savanna	419	470	428	424	1,741	4	82	1,827		
Western	419	434	444	360	1,657	-	106	1,763		
Total Comprehensive	4,601	4,653	4,273	4,137	17,664	13	930	18,607		
Independent Learning Center	2	8	34	232	276	-	-	276		
Gilbert High School	1	5	224	238	468	6	116	590		
Katella Satellite Independent Study	7	23	17	28	75	-	-	75		
Kennedy Satellite Independent Study	14	23	24	26	87	-	-	87		
Polaris High School	18	31	52	44	145	-	-	145		
Special Education Transition Program	-	-	-	-	-	-	301	301		
Total Alternative Ed	42	90	351	568	1,051	6	417	1,474		
Hope	-	-	-	-	-	-	231	231		
Total Senior High Schools	4,643	4,743	4,624	4,705	18,715	19	1,578	20,312		

SCHOOL	REGULAR DAY			Hosp/Hm	SP ED	TOTAL STUDENTS
	7th	8th	Subtotal			
Ball	480	436	916	-	50	966
Brookhurst	524	497	1,021	-	54	1,075
Dale	523	453	976	1	65	1,042
Lexington	673	776	1,449	1	28	1,478
Orangeview	409	390	799	3	57	859
Oxford	246	209	455	-	-	455
South	748	715	1,463	2	73	1,538
Sycamore	638	643	1,281	1	61	1,343
Walker	514	480	994	-	29	1,023
Total Comprehensive	4,755	4,599	9,354	8	417	9,779
Polaris High School	8	17	25	-	3	28
Total Alternative Ed	8	17	25	-	3	28
Total Junior High Schools	4,763	4,616	9,379	8	420	9,807

DISTRICT TOTAL	30,119
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ANAHEIM UNION HIGH SCHOOL DISTRICT

Business Division

2018/19 MONTHLY ENROLLMENT REPORT

GROWTH vs. DECLINE - MONTH to MONTH COMPARISON

Month 9

HIGH SCHOOL	Month 8	Month 9	Growth v. (Decline)
Anaheim	2,879	2,868	(11)
Cypress	2,839	2,830	(9)
Katella	2,636	2,632	(4)
Kennedy	2,316	2,310	(6)
Loara	1,951	1,945	(6)
Magnolia	1,651	1,647	(4)
Oxford	787	785	(2)
Savanna	1,819	1,827	8
Western	1,776	1,763	(13)
Total Senior High	18,654	18,607	(47)

JUNIOR HIGH SCHOOL	Month 8	Month 9	Growth v. (Decline)
Ball	964	966	2
Brookhurst	1,080	1,075	(5)
Dale	1,047	1,042	(5)
Lexington	1,479	1,478	(1)
Orangeview	860	859	(1)
Oxford	455	455	-
South	1,539	1,538	(1)
Sycamore	1,351	1,343	(8)
Walker	1,023	1,023	-
Total Junior High	9,798	9,779	(19)

Total Comprehensive Schools	28,452	28,386	(66)
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Alternative Education	Month 8	Month 9	Growth v. (Decline)
Independent Learning Center	283	276	(7)
Gilbert High School	653	590	(63)
Hope School	231	231	-
Katella Satellite Independent Study	73	75	2
Kennedy Satellite Independent Study	81	87	6
Polaris High School	161	173	12
Special Education Transition Program	155	301	146
Total Alternative Ed.	1,637	1,733	96
District Total	30,089	30,119	30

ANAHEIM UNION HIGH SCHOOL DISTRICT
 501 Crescent Way – P.O. Box 3520
 Anaheim, CA 92803-3520

EDUCATIONAL CONSULTING AGREEMENT

THIS AGREEMENT is made and entered into this (Board Approval Date):

7 th	day of	May	2019
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by and between

Mikva Challenge Grant Foundation, Inc.

Independent Contractor, hereinafter referred to as "Consultant" and the Anaheim Union High School District, hereinafter referred to as "District."

WHEREAS the District is in need of special services and advice;

WHEREAS such services and advice are not available at no cost from public agencies;

and

WHEREAS Consultant is specially trained, experienced, and competent to provide the special services and advice required; and

WHEREAS such services are needed on a limited basis.

NOW, THEREFORE, the parties hereto agree as follows:

1. Services to be provided by Consultant:

Mikva Challenge will help train and support the District and will provide the following services and curricula:
 1) School Site licenses for all AUHSD schools for Mikva Challenge's suite of curricula including: Issues to Action, Elections in Action, News.Voice.Power. Student Voice Committee, and Project Soapbox (\$5,000);
 2) Three full days of professional development for up to 39 Anaheim educators and administrators in Action Civics (\$7,800);
 3) Coordination and facilitation of showcase of student voice and civic action in the form of the mid-year Project Soapbox Showcase for up to 100 students (\$2,200)
 4) Support from Mikva's National Network of Action Civics educators via our digital portal and our annual Action Civics Institute.

Site/School:	Schools will be identified by school district	Funds (Cost Center):	LCFF
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2. List of Other Supportive Staff or Consultants:

Mikva Challenge / Action Civics CA staff on this project include: Brian Brady - President, Jill Bass – Chief Education Officer, Sheila McMullin – Action Civics CA Chapter Director, Siaira Harris – Action Civics CA Coordinator, and Brian

Halberg – District Partnership Director - of Mikva Challenge will provide the services detailed above

3. Consultant shall commence providing services under this AGREEMENT on:

Date: June 1, 2019

and shall diligently perform as specified and complete performance by:

Date: May 30, 2020

Consultant shall perform said services as an independent contractor and not as an employee of the District. Consultant shall be under the control of the District as to the result to be accomplished and not as to the means or manner by which such result is to be accomplished.

4. District shall prepare and furnish the following information to Consultant, upon request, such information as is reasonably necessary to the performance of Consultant to this AGREEMENT:

-- Names of schools and educators who will participate in The Action Civics City Initiative.
-- Names of educators and administrators who will attend professional development sessions in Chicago and Anaheim.
-- Name of Lead Project Manager for the District who can assist in implementation and planning for project.
-- Names of District leaders who will engage in the Action Civics City planning process
-- Event locations for the Soapbox Showcase for 100 AUHSD students (District will cover cost of space if there are any fees) and refreshments for students (Drinks / Snacks)
-- Assistance identifying community partners for student showcases and civic action project support
-- Assistance with gathering survey data from educators and students on project impact
-- Assistance on developing and implementing a communications strategy around The Anaheim Action Civics City Initiative, particularly around the launch of the Initiative and student showcases. Mikva Challenge's Southern California chapter "Action Civics CA" will be recognized in Anaheim Union press releases regarding showcases and the launch of the initiative

5. District shall pay Consultant the maximum amount of

\$15,000

for services rendered

to # of people:	39	# hours per day:	6	# of days:	25
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pursuant to this AGREEMENT. Payment shall be made 15 to 30 days after receipt of invoice. Consultant shall submit an invoice to District.

6. District may at any time for any reason terminate this AGREEMENT. Written notice by the District's superintendent shall be sufficient to stop further performance of services by Consultant. The notice shall be deemed given when received or no later than three (3) days after the day of mailing, whichever is sooner.
7. Consultant agrees to and shall hold harmless and indemnify District, its officers, agents, and employees from every claim or demand and every liability or loss, damage, or expense of any nature whatsoever, which may be incurred by reason of:
 - a. Liability for damages for death or bodily injury to person, injury to property, or any other loss, damage, expense sustained by Consultant or any person, firm, or corporation employed by Consultant upon or in connection with the services called for in this AGREEMENT except for liability for damages referred to above which result from the sole negligence or willful misconduct of District, its officers, employees, or agents.
 - b. Any injury to or death of persons or damage to property, sustained by any persons, firm, or corporation, including the District, arising out of, or in any way connected with the services covered by this AGREEMENT, whether said injury or damage occurs either on or off school district property, except for liability for damages which result from the sole negligence or willful misconduct of the District, its officers, employees, or agents.

Consultant, at Consultant's expense, cost, and risk, shall defend any and all actions, suits, or other proceedings that may be brought or instituted against the District, its officers, agents, or employees on any such claim, demand, or liability and shall pay or satisfy any judgment/lawsuit reimbursement that may be rendered against the District, its officers, agents, or employees in any action suit, or other proceedings as a result thereof.

8. This AGREEMENT is not assignable without written consent of the parties hereto.

9. Consultant and assistants shall comply with all applicable federal, state, and local laws, rules, regulations, and ordinances, including Worker's Compensation.
10. Consultant, if an employee of another public agency, certifies that Consultant shall not receive salary or remuneration, other than vacation pay, as an employee of another public agency for the actual time in which services are actually being performed pursuant to the AGREEMENT.
11. The following is a brief description of what will be achieved by Consultant as a result of this AGREEMENT:

Mikva Challenge/Action Civics CA program model is the gold standard in youth civic participation nationally. By partnering with Mikva Challenge/Action Civics CA AUHSD teachers and students will gain access to unique project-based, hands-on learning experiences, which will improve youth desire to become active civic participants now and in the future. AUHSD will receive Mikva's high quality professional development, action civics curricula, ongoing coaching, student showcases, and action civics planning support.

12. What are the technical reasons Consultant is being hired as an Independent Contractor rather than an employee?

Mikva Challenge is a nationally recognized youth civic engagement organization that has provided consulting support for schools and organizations around the country including the Obama Foundation, Chicago Public Schools, Washington, DC Public Schools, Los Angeles Public Schools, Chase Bank. Mikva Challenge's specialty is providing students with unique civic education opportunities and training educators in its Action Civics program model. The impacts of high quality Action Civics are many: improved civic learning, improved social emotional learning, improved work place and college skills, and improved school culture. Anaheim Union High School District has been making excellent progress in building a strong civic learning culture and practice and Mikva Challenge is the right vendor to help support the District in taking its next step in becoming a national model for civic learning and youth leadership development

List any technical support that will need to be supplied by District:

None

COMMON-LAW FACTORS

(IRS Revenue Rule 87-41)

Mark all items that are true for the intended Consultant (if completing on-line, double click the box to mark):

- No Instructions:** The consultant will not be required to follow explicit instructions to accomplish the job.
- No Training:** The consultant will not receive training provided by the employer. The consultant will use independent methods to accomplish the work.
- Work Not Essential to the Employer:** The employer's success or continuation does not depend on the services of the consultant.
- Right to Hire Others:** The consultant is being hired to provide a result and will have the right to hire others for actual work, unless otherwise noted.
- Control of Assistants:** Assistants hired at consultant's discretion; consultant responsible for hiring, supervising, paying of assistants.
- Not a Continuing Relationship:** If frequent, will be at irregular intervals, on call, or whenever work is available.
- Own Work Hours:** Consultant will establish work hours for the job.
- Time to Pursue Other Work:** Since specific hours are not required, consultant may work for other employers simultaneously, unless otherwise noted.
- Job Location:** Consultant controls job location, under district discretion, whether on employer's site or not.
- Order of Work:** Consultant, rather than employer, determines order or sequence of steps in performance of work.
- No Interim Reports:** Only specific pre-determined reports defined in the consulting agreement.
- Basis of Payment:** Consultant paid for services rendered, if applicable (see Agreement #4); total compensation set in advance of starting the job.
- Business Expenses:** Consultant is responsible for incidental or special business expenses.
- Tools and Equipment:** Consultant furnishes the identified tools and equipment needed for the job.
- Significant Investment:** Consultant can perform services without using the employer's facilities. Consultant's investment in own trade is real, essential, and adequate.
- Possible Profit or Loss:** Consultant does these (check valid items):
 - Hires, directs, pays assistants
 - Has equipment, facilities
 - Has a continuing and recurring liability
 - Performs specific jobs for prices agreed-upon in advance
 - Lists services in Business Directory
 - Other (explain) _____
- Work for Multiple Employers:** Consultant may perform services for more than one employer simultaneously, unless otherwise noted.
- Services Available to the General Public** (check valid items):
 - Maintains an office
 - Business license
 - Business signs
 - Advertises services
 - Lists services in Business Directory
 - Other (explain) _____
- Limited Right to Discharge:** Consultant not subject to termination as long as contract specifications are met, unless otherwise noted (see Agreement #5 and #11).
- No Compensation for Non-Completion:** Responsible for satisfactory completion of job; no compensation for non-completion.

IN WITNESS WHEREOF, the parties hereto have caused this AGREEMENT to be executed:

CONSULTANT:	DISTRICT:
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Typed Name of consultant (same as page 1):

Mikva Challenge Grant Foundation, Inc	Anaheim Union High School District
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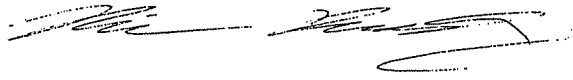
Typed Name/Title of Authorized Signatory:

Typed Name of Assistant Superintendent:

Brian Brady	Jaron Fried, Ed.D
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Authorized Signature:

Signature of Assistant Superintendent:

	
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Street Address:

Street Address:

200 S. Michigan Ave. ste. 1000	501 Crescent Way, P.O. Box 3520
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City, State, Zip Code

City, State, Zip Code

Chicago, IL 60604	Anaheim, CA 92803-3520
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Date:

Date:

April 16, 2019	
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Mark Appropriately:

Independent/Sole Proprietor:	
Corporation:	Not for profit Corporation
Partnership:	
Other/Specify:	

Social Security Number*

or

Federal Identification Number*

	52-2033353
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*Or, initial below:

	I have completed a new IRS Form W-9 that will be submitted directly to AUHSD Accounting.
--	--

Telephone Number:

E-mail Address:

(312) 863-6340	brian@mikvachallenge.org
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If a company/corporation is being approved, the signature must be that of a responsible person. Typed company/corporation/individual's name must be identical to that on page 1.

PRINCIPAL/DISTRICT ADMINISTRATOR:

Signature of Principal or District Administrator (sign prior to submitting to District indicating review and approval):

Signature:		Date:	4/24/19
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FOCUSED FITNESS L.L.C.

WELNET SERVICE AGREEMENT

This WELNET Service Agreement (“**Agreement**”) is effective on July 1, 2019 (“**Effective Date**”) and is made by and between Focused Fitness, LLC, a Washington limited liability corporation with its principal of business at 2406 S. Dishman-Mica Rd., Ste. 4, Spokane pValley, WA 99206 (“**Focused Fitness**”) and Anaheim Union High School District, a School Client, with its principal place of business at 501 Crescent Way, Anaheim, CA 92803-3520 (“**Client**”).

1. Definitions.

1.1 “**Administrator(s)**” means those Users who are granted expanded access to the Services, including without limitation the ability to import data into the Services.

1.2 “**Services**” mean the online services to be provided hereunder, as described in Attachment A or as otherwise agreed in a writing signed by the parties, including any modifications, bug fixes, improvements, or enhancements included by Focused Fitness as part of the Services during the term of this Agreement.

1.3 “**Focused Fitness Site**” means the collection of web pages containing a common base URL of www.focusedfitness.org that is delivered over the Internet.

1.4 “**WELNET site**” means the collection of web pages containing a common base URL of www.focusedfitness.org/welnet that is delivered over the Internet.

1.5 “**User**” or “**Users**” means those students (if any), staff and teachers within the Client’s school Client and/or school who are authorized by Client to access the Services, and includes Administrators.

2. Services.

2.1 General. Focused Fitness agrees to provide Users with the Services pursuant to the terms and conditions set forth in this Agreement. In the event that either party desires to make changes to Attachment A or to this Agreement during the term of this Agreement, such party shall so notify the other party, and both parties shall agree in writing on such changes and on necessary adjustments, if any, to the other terms of this Agreement that are required to accommodate such changes.

2.2 Non Exclusivity. Focused Fitness hereby grants to Client a non-exclusive use of the Licensed Materials and the right to provide the Licensed Materials to Authorized Users in accordance with this agreement. Nothing herein shall prevent Focused Fitness from marketing or selling any goods or services to any prospective customer.

2.3 Service Levels/User Support. Focused Fitness will provide the Services and User support in accordance with the service levels set forth in Attachment C.

3. Consideration.

3.1 General. Client will pay Focused Fitness for the Services pursuant to the “**Payment Schedule**” set forth in Attachment B.

3.2 Payment Terms. Client will pay all Focused Fitness invoices within thirty (30) days of the invoice date.

3.3 Taxes. Amounts stated under Section 3.1 do not include applicable sales, use, gross income, occupational, or similar taxes; import or export fees; duties, imports, or tariffs; or any other taxes, duties, charges, or fees of any kind which may be levied in connection with the transactions covered hereby regardless of whether the same are separately stated by Focused Fitness. Such taxes are the responsibility of Client whether or not added to applicable invoices by Focused Fitness. Client may provide to Focused Fitness an exemption certificate in a form acceptable to Focused Fitness and to the relevant taxing authority, in which case Focused Fitness shall not withhold the taxes covered by such certificate following its receipt by Focused Fitness and during the period that such certificate is in effect, provided that Client shall remain liable for any such taxes that are the subject of such certificate and shall indemnify and hold Focused Fitness harmless therefrom.

4. **Publicity.**

4.1 Trademark License. Subject to the terms of this Agreement, each party grants to the other party a royalty-free, non-exclusive, non-transferable, personal license to use the Licensed Mark only on materials generated and delivered as a component of the Services and/or on either party's websites, during the Term, according to the terms and conditions in this Agreement and any other trademark guidelines in effect at the time of use as communicated by each party to the other party. Such Licensed Marks may be used solely in connection with the marketing and provision of the Services, including without limitation for purposes of advertising the identity of Focused Fitness' existing and/or past customers. "**Licensed Mark**" means those marks identified in Attachment D to this Agreement.

4.2 Communication to Users. Except as set forth in the Services to be provided to Client under this Agreement, Client will be responsible for communicating to Users regarding availability of the Services for access by Users.

5. **Data**. Client agrees that Focused Fitness will collect certain data and information (collectively "**Data**") relating to Client and Users in connection with this Agreement. In addition to those rights granted under Section 4.1 of this Agreement, Focused Fitness may use such Data for the following purposes:

- (i) Aggregated Data. Client agrees that Focused Fitness may aggregate any and all combinations of Data collected by it under this Agreement such that the Data no longer contains any personally identifiable information of any User ("**Aggregated Data**"). All Aggregated Data is the property of Focused Fitness, and Client agrees that Focused Fitness may use such Aggregated Data for any purpose, including without limitation in publications and marketing materials.
- (ii) Personally Identifiable Information of Users. All personally identifiable information of Users ("**User PII**") is Confidential Information of Client as described in Section 7 of this Agreement. Notwithstanding that Section 7, Client hereby grants to Focused Fitness a non-exclusive, royalty-free limited right and license to use such User PII to create the Aggregated Data described in Section 5(i) of this Agreement.
- (iii) Security Measures. Focused Fitness will protect the Hosting Environment, the Web Site, User Information, and transmission of data by between the Web Site and Users (collectively the "**Protected Services**") using the highest industry standard procedures and technologies. Without limitation to the foregoing sentence, at a minimum, Focused Fitness will implement the following measures:

- (a) At all times during the Term, Focused Fitness will protect the Protected Services by using industry standard intrusion detection technology, and monitor the Protected Services using trained Internet security specialists.
- (b) Focused Fitness will protect the Protected Services with a firewall that is configured with an intrusion detection system that monitors the Internet segment and can immediately shut down ports that are being attacked.
- (c) Focused Fitness will generate logs and review logs to determine unauthorized activities relating to the Protected Services every ten (10) days.
- (d) All physical access to the Protected Services will be restricted to authorized employees of Focused Fitness who have a need to for such access to carry out their duties, and are under an obligation to treat the Protected Services as confidential and to comply with Focused Fitness's obligations under this Agreement.
- (e) All Internet access to the Protected Services must be accomplished via SSL (Secure Socket Layer) Version 3 or a successor version thereto, which must provide an encrypted session over the Internet.

6. Client's Responsibilities.

6.1 System Requirements. The Services are made available over the Internet. To access the Services, Users must have: (i) a suitable Internet connection, and (ii) access to a computer that meets the minimum hardware and software requirements specified by Focused Fitness from time to time on the Focused Fitness Site. Client acknowledges that it is responsible for ensuring that Users can comply with the System Requirements. Client, and not Focused Fitness, is responsible for User support with respect to the User's Internet connection, computer hardware, computer software or personal email accounts.

6.2 Passwords. Users obtain access to the Services through the usage of passwords. Users must comply with Focused Fitness's policies and procedures, as communicated from time to time to Client on the Focused Fitness Site, relating to the issuance, protection and administration of such passwords. Client will ensure that Users comply with any such requirements. Client, and not Focused Fitness, is responsible for any damages and/or disclosure of information, including without limitation User PII, that results from any User's misuse of a password and/or the Services, including without limitation such User's failure to adequately protect the secrecy of the password and/or access to the Services.

6.3 Parental Consent. Client, and not Focused Fitness, is responsible for obtaining any and all necessary parental consent for any student Users to access and use Services.

6.4 User Requirements. All Users of Services must comply with any Focused Fitness terms of use and/or privacy policy in effect as published on the Focused Fitness Site ("**Terms of Use**"). Focused Fitness reserves the right to suspend or discontinue a User from accessing Services at any time if the User violates the Terms of Use. Client is responsible for (i) ensuring that Users are aware of Focused Fitness's Terms of Use, (ii) working in good faith to ensure that Users comply with the Terms of Use, and (iii) notifying Focused Fitness of any activity by Users in violation of the Terms of Use.

6.5 Surveys. Client agrees to cooperate with Focused Fitness and permit Focused Fitness to conduct user satisfaction surveys of Users, at Focused Fitness's expense.

6.6 Access Limited to Users. Client will not resell the Services or provide access to the Services to any third parties who are not Users.

6.7 All Rights Reserved. The Services provide access to certain content owned or licensed by Focused Fitness and protected by national and international copyright and trademark laws. Except for the rights expressly granted in Section 2, Focused Fitness expressly reserves all right, title, and interest in and to the Services and Client agrees that Focused Fitness does not, directly or by implication, by estoppel or otherwise, grant any other rights or licenses to Client under this Agreement. Client will not remove or alter any trademark or other proprietary notice in or on any Services.

7. **Confidential Information**. Each party agrees that during the term of this Agreement, and for two (2) years thereafter, it will not disclose to any third party any Confidential Information of the other party, except as expressly authorized herein. The term "Confidential Information" means all nonpublic information that a party designates as confidential at the time of the disclosure or that, based on the nature of the information or circumstances surrounding its disclosure, the receiving party should in good faith treat as confidential. Confidential Information includes, without limitation, information relating to unreleased offerings. Confidential Information does not include information that: (i) was generally known to the public at the time disclosed by the Disclosing Party; (ii) became generally known to the public other than through a breach of this Agreement by the receiving party after the time of disclosure to the receiving party by the disclosing party; (iii) was in the receiving party's possession free of any obligation of confidentiality at the time of disclosure to the receiving party by the disclosing party; (iv) was rightfully received by the receiving party from a third party that was free of any obligation of confidentiality after disclosure by the disclosing party to the receiving party; or (v) was independently developed by the receiving party without reference to or use of Confidential Information disclosed by the disclosing party.

8. **Feedback**. Either party may from time to time provide suggestions, comments or other feedback ("Feedback") to the other party with respect to Confidential Information disclosed to it by the other party. Both parties agree that notwithstanding anything to the contrary in this Agreement, all Feedback is and shall be entirely voluntary and shall not, absent separate written agreement, constitute Confidential Information or create any confidentiality obligation for the receiving party. Each party shall be free to use, implement and disclose such Feedback as it sees fit, entirely without obligation of any kind to the other party, with the sole exception that the party receiving Feedback will not disclose that the other party provided such Feedback except with prior written consent.

9. **Representations and Warranties**. Each party hereby represents and warrants that (i) this Agreement has been duly and validly executed and delivered by such party and constitutes a legal and binding obligation of such party, enforceable against such party in accordance with its terms; (ii) such party has all necessary power and authority to execute and perform in accordance with this Agreement; (iii) it will comply with all applicable laws in the performance of its obligations under this Agreement, in particular with any federal and state rules regarding student records, privacy, and the commercial use of student information, including but not limited to the Family Educational Rights and Privacy Act and the Health Insurance Portability and Accountability Act of 1996; and (iv) such party's execution, delivery and performance of this Agreement will not conflict with or violate any provision of law, rule or regulation to which such party is subject, or any agreement or other obligation directly or indirectly applicable to such party or binding upon its assets.

10. **Indemnity.**

10.1 Duty to Indemnify. Each party will indemnify, defend, and hold the other party and its officers, employees, consultants and agents harmless from any and all third party claims, demands, costs, liabilities, losses, expenses and damages (including attorneys' fees, costs, and expert witnesses' fees) arising out of or in connection with any claim resulting from any breach or alleged breach of the indemnifying party's representations, warranties and covenants set forth in Section 9 of this Agreement.

10.2 Process. With respect to any third party claims for which one party ("**Indemnifying Party**") is obligated to defend and indemnify the other party ("**Indemnified Party**") under Section 10.1, the following procedures apply: The Indemnified Party will permit the Indemnifying Party, through counsel chosen by the Indemnifying Party and reasonably acceptable to the Indemnified Party, to answer and defend the claim. The Indemnifying Party will permit the Indemnified Party to participate in its own defense with its own counsel at its own expense. If the Indemnified Party elects to participate in its own defense, the Indemnifying Party agrees to consider in good faith the views of the Indemnified Party and its counsel and to keep the Indemnified Party and its counsel reasonably informed of the progress of the defense, litigation, arbitration, or settlement discussions relating to the claims. The Indemnifying Party will not settle any claims against the Indemnified Party except with Indemnified Party's prior written permission, which permission will not be unreasonably withheld or delayed. The Indemnifying Party is not responsible for any settlement made by the Indemnified Party without the Indemnifying Party's written permission. If the Indemnified Party and Indemnifying Party agree to settle a claim, the Indemnifying Party will not publicize the settlement without first obtaining the Indemnified Party's written permission.

11. **WARRANTY DISCLAIMER.** EXCEPT AS SET FORTH IN SECTION 8 ABOVE, ALL SERVICES PROVIDED BY FOCUSED FITNESS HEREUNDER ARE PROVIDED "AS IS" AND FOCUSED FITNESS DISCLAIMS ALL WARRANTIES AND DUTIES, WHETHER EXPRESS, IMPLIED, STATUTORY OR OTHERWISE, INCLUDING BUT NOT LIMITED TO IMPLIED WARRANTIES AND DUTIES OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE, REASONABLE CARE, WORKMANLIKE EFFORT, RESULTS, LACK OF NEGLIGENCE, LACK OF VIRUSES, ACCURACY OR COMPLETENESS, TITLE, QUIET ENJOYMENT OR NON-INFRINGEMENT.

12. **LIMITATION OF LIABILITY & EXCLUSION OF CERTAIN DAMAGES.**

12.1 EXCLUSION OF CERTAIN DAMAGES. EXCEPT FOR EITHER PARTY'S BREACH OF SECTION 7 OR OBLIGATIONS UNDER SECTION 10, NEITHER PARTY WILL BE LIABLE TO THE OTHER PARTY FOR ANY INDIRECT, INCIDENTAL, CONSEQUENTIAL, SPECIAL OR PUNITIVE DAMAGES ARISING OUT OF OR IN CONNECTION WITH THIS AGREEMENT, REGARDLESS OF THE FORM OR CAUSE OF ACTION OR THE ALLEGED BASIS OF THE CLAIM, EVEN IF A PARTY HAS BEEN ADVISED OF THE POSSIBILITY OF SUCH DAMAGES.

12.2 LIMITATION ON LIABILITY. NOTWITHSTANDING ANY OTHER PROVISION OF THIS AGREEMENT, FOCUSED FITNESS'S TOTAL AGGREGATE LIABILITY FOR ANY CLAIMS ARISING OUT OF OR IN CONNECTION WITH THIS AGREEMENT, REGARDLESS OF THE FORM OR CAUSE OF ACTION OR THE ALLEGED BASIS OF THE CLAIM, WILL NOT EXCEED THE TOTAL AMOUNT OF FEES ACTUALLY RECEIVED BY FOCUSED FITNESS UNDER THIS AGREEMENT. THE FOREGOING LIMITATION OF LIABILITY SHALL APPLY REGARDLESS OF THE FORM OR THE CAUSE OF ACTION OR ALLEGED BASIS OF THE CLAIM, AND EVEN IF THE REMEDIES OTHERWISE PROVIDED UNDER THIS AGREEMENT, AT LAW OR IN EQUITY FAIL OF THEIR ESSENTIAL PURPOSE.

13. **Term, Termination, and Renewal**

13.1 **Term.** This Agreement will be effective as of the Effective Date, and will continue in effect until 3 year(s) after the Effective Date ("**Initial Term**").

13.2 **Renewal.** This Agreement shall automatically renew at the end of the current term and will extend for successive additional one year periods thereafter unless either party gives written notice of its intention not to renew 60 days before expiration of the current term ("**Renewal Term**").

13.3 **Termination For Cause.** Either party may suspend performance or terminate this Agreement immediately upon written notice to the other party at any time if the other party is in material breach of any provision of this Agreement and has failed to cure that breach within thirty (30) days after receipt of written notice thereof. Without limiting the foregoing, Focused Fitness may suspend performance or terminate this Agreement immediately upon written notice to Client if Client is sixty (60) days overdue on any payment due to Focused Fitness under this Agreement.

13.4 **Effect of Expiration/Termination.** Upon the expiration or termination of this Agreement Client will pay all amounts due to Focused Fitness up to the date of expiration/termination. The following Sections will survive the expiration or termination of this Agreement:

14. **Non-Discrimination Statement**

14.1 Focused Fitness assures the School Client that its agency complies with all state and federal guidelines and/or regulations and does not discriminate on the basis of race, creed, color, national origin, sex, sexual orientation, marital status, age, veteran status, or disability. This is in accordance with Title VI of the 1964 Civil Rights Act; Section 504 of the Rehabilitation Act, 1973, as amended; Americans with Disabilities Act, July 26, 1990, P.L. 101-336; and Title IX of the Education Amendments of 1972, as amended.

15. **Miscellaneous.**

15.1 **Relationship of parties.** Client and Focused Fitness are independent with respect to one another, and nothing in this Agreement will be interpreted to create any agency, joint venture, employment or partnership relationship.

15.2 **Force Majeure.** For a reasonable time period, each party will be excused from delay or failure in performance due to causes beyond such party's reasonable control including without limitation, acts of God, government action, regulations, riots, wars, floods, and/or earthquakes.

15.3 Notices. Any notice provided for in this Agreement must be given in a non-electronic record by registered or certified U.S. mail as designated below, return receipt requested, postage paid. It will be effective on the day it is mailed to the following address designated by each party.

	Focused Fitness Contact Person	Contact Person
Name	Amy Lutz	MJ Elliot
Title	VP Software	District Intramural Sports Director Physical Education Specialist AIME Program Director
Organization	Focused Fitness, LLC	Anaheim Union HS, CA
Address	2426 S Dishman Mica Rd	501 Crescent Way
City, State, Zip	Spokane, WA 99206	Anaheim, CA 92803-3520
Phone	509 327-3181	(714) 999-5641
Email	amy@focusedfitness.org	cooke_m@auhsd.us

15.4 Assignment. Neither party will assign this Agreement or any of its rights or obligations hereunder without the prior written consent of the other party. Notwithstanding the immediately preceding sentence, either party may assign this Agreement without the other party's prior written consent as part of a merger, or a sale or transfer of a majority of the assigning party's assets. This Agreement will be binding upon, enforceable by, and inure to the benefit of the parties and their respective successors and permitted assignees.

15.5 Waiver. No waiver of any provision of this Agreement will be effective unless it is in a signed writing, and no such waiver will constitute a waiver of any other provision(s) or of the same provision on another occasion.

15.6 Governing Law; Venue. This Agreement will be governed by and construed under the laws of the State of Washington (except to the extent federal law is controlling on the subject matter), without regard to its conflict of laws provisions. All disputes brought by either party arising under this Agreement will be brought in a court of competent jurisdiction in Spokane County, Washington, as permitted by law, and each party hereby submits to the exclusive jurisdiction and venue in such courts. Client waives all defenses of lack of personal jurisdiction and forum nonconveniens. Process may be served on either party in the manner authorized by applicable law or court rule.


15.7 Attorney's Fees. In any action to enforce any right or remedy under this Agreement or to interpret any provision of this Agreement, the prevailing party will be entitled to recover its costs, including attorneys' fees.

15.8 Severability. If any term of this Agreement is found by a court of competent jurisdiction to be in whole or in part unenforceable, then the remainder of this Agreement shall continue in effect so long as the Agreement still expresses the intent of the parties. If the intent of the parties cannot be preserved, this Agreement shall be null and void.

15.9 No Third Party Beneficiaries. This Agreement is for the benefit of, and shall be enforceable by, the parties only. This Agreement is not intended to confer any right or benefit on any third party. No action may be commenced or prosecuted against a party by any third party claiming as a third-party beneficiary of this Agreement.

15.10 Entire Agreement. This Agreement constitutes the entire agreement between the parties with respect to its subject matter and supersedes all prior and contemporaneous agreements, oral or written. Changes, modifications or waivers to this Agreement must be in writing and signed by both parties.

IN WITNESS WHEREOF, Focused Fitness and Client agree to the terms and conditions set forth in this Agreement.

Focused Fitness Inc.
By: 
Print Name: Amy Lutz
Title: VP-Software
Date: 4-9-19

Anaheim Union High School District
By: _____
Print Name: Dr. Jaron Fried
Title: Assistant Superintendent, Ed. Division
Date: 5/8/19

ATTACHMENT A

Services

The **WELNET Software Program** is an easy to use, customizable, web-based software application that simplifies the process of gathering student academic, fitness and health data, printing individual and group reports and can be accessed from any internet enabled computer. Student access allows for the entering of academic assessments and behavioral logs to include: activity, diet, hydration, heart rate and sleep. An evaluation component is included that allows Clients to analyze teacher, student and workshop survey information. WELNET is curriculum based, allows students to create an electronic portfolio and is aligned with the Five for Life Program.

WELNET FEATURES:

- Web-based software allows users to input fitness, behavioral and cognitive data at any workstation with internet capabilities
- Software management system for fitness, health and cognitive data
- Application allows for a coordinated school fitness and health approach between administrators, physical educators, health educators, classroom teachers, nurses and parents
- Software licenses available for organizations of any size or structure
- Password protected login to ensure safety of data
- User friendly import feature for entering students' demographical information
- One step process for data extraction
- Class lists are automatically generated
- **Fitness Measurements**
 - Application allows for 100% fitness measurement customization
 - Ability to choose unlimited fitness measurements items
 - Selection of standards that accompany measurements
 - Modifications can be made at any time to class sessions, student information, fitness measurements, standards and more
 - Ability to customize fitness reports to include specific information related to fitness and health measurements
 - Generates fitness and health profiles for each student and tracks progress over time
 - Multiple reports provide summary information to instructors and administrators that includes; number of participants measured, demographical information and fitness and health scores compared to health standards
 - Automatic calculation of BMI, fat-free mass and healthy ranges for blood pressure
- **Behavioral Inventories**
 - Student access to activity, nutrition, hydration and sleep logs
 - Multiple reports provide summary information to instructors and administrators that includes; number of participants, behavioral information and behavioral information compared to standards
- **Cognitive Assessments**
 - Student access to complete any assessment located in the Five for Life Program K-12
 - Multiple reports provide summary information to instructors and administrators that includes; number of participants assessed and total scores achieved compared to possible scores

Hardware Requirements:

- Desktop, Laptop or Tablet Computer with internet access
- Web Browser (Internet Explorer Recommended)
- Printer

ATTACHMENT B

Payment Schedule

____ Anaheim Union High School District, will pay Focused Fitness for Services according to the following “Payment Schedule”:

Initial Term

\$22,500.00 – (Paid on previous contract- not due at this time) WELNET Software: This fee includes 3 years of hosting, yearly or more frequent uploads of student data, hosting and backup, all upgrades and modifications and unlimited technical support.

Grant billing, including the WELNET fee for the Initial Term, will be solely based on the Services Contract. There will be no separate billing for WELNET during the Initial Term.

Initial Term –October 1, 2010 – September 31, 2013-

Renewal Term

\$1,500 – WELNET Software: This yearly fee includes: yearly or more frequent uploads of student data, hosting and backup, all upgrades and modifications and up to 3 hours of technical support. Additional technical support will be billed at a rate of \$125/hour.

This Agreement shall automatically renew at the end of the current term and will extend for successive additional one year periods thereafter unless either party gives written notice of its intention not to renew 60 days before expiration of the current term.

Renewal Term – July 1, 2019 – June 30, 2020

ATTACHMENT C

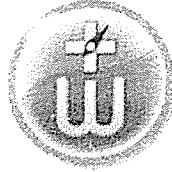
Service Levels

Focused Fitness will use commercially reasonable efforts to ensure that WELNET is available and capable of forwarding IP packets 99.99% of the time, as averaged over a calendar month.

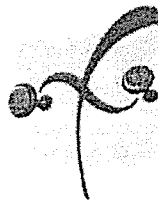
Focused Fitness and Client will collaborate to resolve any software-related functionality issues. Focused Fitness will use commercially reasonable efforts to assist Client in resolving any such issues within 72 hours of receipt of written notice from Client. Client's written notice shall specify the nature of the problem and the steps taken by Client to investigate or otherwise remedy the problem.

ATTACHMENT D

Licensed Marks



WELNET
SOFTWARE



FOCUSED FITNESS

Sensible Fitness and Health Programs for Today's Kids



EXHIBIT L L

Training Confirmation Agreement

Prepared for
Anaheim Union High School District
March 26, 2019



Anaheim Union High School District
 501 North Crescent Way
 Anaheim, California 92801

Thank you for selecting The Flippen Group to provide your staff development needs. We look forward to serving you. Our goal is to provide you with a training that will both motivate and empower the participants to a new level of success. Please take a moment to review the information that follows and then sign and return this form to us promptly in order to confirm your training reservation.

SECTION 1: TRAINING INFORMATION

Products	Date and Time
<p>Capturing Kids' Hearts 1™ Five, 2-consecutive-day training sessions for up to 50 participants per session.</p> <ul style="list-style-type: none"> • Principal's Online Implementation Support • Participants have access to <i>IHeartCKH™</i>, an online community and resource center designed to support the successful implementation of the Capturing Kids' Hearts processes. Including: <ul style="list-style-type: none"> ○ <i>Teacher Tips™</i>: quick tips and suggestions distributed through the school year that focus on tools and skills learned at training. ○ <i>LeadWorthy Moments™</i>: short exercises designed to help incorporate character-based education into any classroom ○ <i>CKH Cloud™</i>: resource library for videos, activities, articles, lessons and helpful suggestions for classroom challenges (as they are made available online) 	<p>July 23-24, 2019 July 30-31, 2019 August 20-21, 2019 August 27-28, 2019 September 10-11, 2019</p> <p>8:00am-5:00pm (with one hour break for lunch each day)</p>

SECTION 2: TRAINING SET-UP SPECIFICATIONS

Note: All facility details will need to be coordinated and funded by Anaheim Union High School District. As you know, the environment in which the training is conducted impacts training effectiveness. In order to ensure outstanding results for those attending, we will need your help in arranging the facility based on the specifications found below.

- There are to be no more than 50 people per trainer because of group processes involved.
- As our training is a process, participants must attend all sessions consecutively and should not "come and go" to sessions. There are no make-up-days for training. Please invite participants who will be able to attend both days.
- A quiet and service oriented facility should be selected for this type of training. We recommend that the training not be conducted on district or school properties.
- A meeting room should be selected that is at least 40' X 70' (or 2800 square feet) in size for every group of 50 people expected and should be set in a "Modified Chevron" shape (see appendix A) with no participant's back positioned toward the presenter.
- Each meeting room should allow space for two breakout sessions on the first day.
- Training cannot be in a long, narrow room.

Authorized Signer Initials _____
 Anaheim Union High School District



- Each meeting room should comfortably seat all participants. Each meeting room should have comfortable chairs, good acoustics, and lighting that can be dimmed or brightened on demand.
- In order to provide a quality presentation, we will need the following pieces of equipment to be provided, set up, and tested for function in each meeting room prior to our arrival at training:
 - Speaker's table or podium
 - Registration table for check-in needs
 - 2 display tables inside the meeting room(s)
 - Post-it style flipchart pad with easel and selection of colored markers
 - Wireless lavalier microphone
 - Video projector, laptop, connections cables, remote, large screen and speaker system for both days
- Refreshments and light beverages need to be set up by the booking organization for the entire day for all participants (NO alcohol). Meals can be coordinated by Anaheim Union High School District with facility or caterer of choice or left up to individuals on their own.

SECTION 3: YOUR INVESTMENT

Contract Fee: Minimum of \$119,500.00

Travel Fee: \$7,500.00*

Other charges (if applicable): A \$400.00 fee will be charged per person over 50 participants (not to exceed 60). A \$24,500.00 fee will be charged for summer trainings if group size exceeds 60 people as another trainer will be needed and is subject to availability. A \$21,500.00 fee will be charged for September training if group size exceeds 60 people as another trainer will be needed and is subject to availability.

**Travel packages will be billed at rate of \$1,000.00 for one-day events, \$1,500.00 for two-day events and \$1,800.00 for three-day events (per trainer). Travel rates are subject to change. Travel expenses that The Flippen Group has incurred and that have to be cancelled as a result of rescheduling or cancelling of a service without two weeks notice, may result in an extra charge to your organization.*

SECTION 4: PAYMENT POLICIES

- Purchase order is required 45 days prior to each scheduled event.
- The fee for each service, including travel (if applicable), will be billed when services are rendered.
- Invoices are due upon receipt. Please make all checks payable to Flippen Group.

SECTION 5: EVENT CONFIRMATION

- Both parties will consider this program confirmed upon the signing of this agreement. Upon execution of this Agreement, The Flippen Group will reserve your function at the exclusion of all other business opportunities.
- Anaheim Union High School District grants The Flippen Group permission to contact its employees and or faculty members via email.

SECTION 6: RESCHEDULING/CANCELLATION POLICY

- The Flippen Group can honor rescheduling requests 90 days or more before the first day of the event at no penalty and can be rescheduled for another time based on availability.
- Should Anaheim Union High School District notify The Flippen Group less than 90 days before the first day of the event, then both parties understand this event has been cancelled and the full contract fee will be assessed.
- **Force Majeure:** Neither party shall be liable for any failure to perform its obligations where such failure is as a result of Acts of God (including fire, flood, earthquake, storm, hurricane or other natural disaster), war, invasion,

Authorized Signer Initials _____
Anaheim Union High School District



act of foreign enemies, hostilities (whether war is declared or not), civil war, rebellion, revolution, insurrection, military or usurped power or confiscation, terrorist activities, government sanction, blockage, embargo, labor dispute, strike, lockout or interruption or failure of electricity [or telephone service], and no other Party will have a right to terminate this Agreement in such circumstances.

- Any Party asserting Force Majeure as an excuse shall have the burden of proving that reasonable steps were taken (under the circumstances) to minimize delay or damages caused by foreseeable events, that all non-excused obligations were substantially fulfilled, and that the other Party was timely notified of the likelihood or actual occurrence which would justify such an assertion, so that other prudent precautions could be contemplated.

SECTION 7: INTELLECTUAL PROPERTY POLICY

- The Flippen Group’s intellectual property is a crucial part of providing training materials and consulting services to its clients, and The Flippen Group could not continue its work if its clients did not honor and respect The Flippen Group’s intellectual property rights. None of our work or work product is done on a “work for hire” basis, and all of our material and work product is owned exclusively by The Flippen Group and is subject to one or more of the following: copyright, trademark, patent, license, or trade secret. Intellectual property and learning/know-how that may be developed while working with any client shall remain the property of The Flippen Group. By entering into this agreement you are expressly acknowledging and agreeing to the matters set forth in this paragraph, and you are agreeing that none of the training materials, notebooks, videos, presentations, processes, concepts, or parts thereof may be used by you, for any purpose, without the express advance written consent of The Flippen Group. In addition, you are agreeing to have any of your engaged contractors or subcontractors sign an agreement to protect The Flippen Group’s intellectual property.
- Video and/or audio taping is strictly prohibited without prior written approval by The Flippen Group.
- Media representatives are not allowed to attend training without prior written approval by The Flippen Group.

SECTION 8: CONFIRMATION

I have read and understand the policies of The Flippen Group as printed in this agreement, and, as the contact person for this training, I will endeavor to see that all policies and related details are understood and completed by all involved parties in the planning of this event.

Signed: _____ Date: 5-8-19
(Group contact person or representative)

Print Name: Dr. Jaron Fried Title: Assistant Superintendent, Ed. Division

SECTION 9: CONTACT US

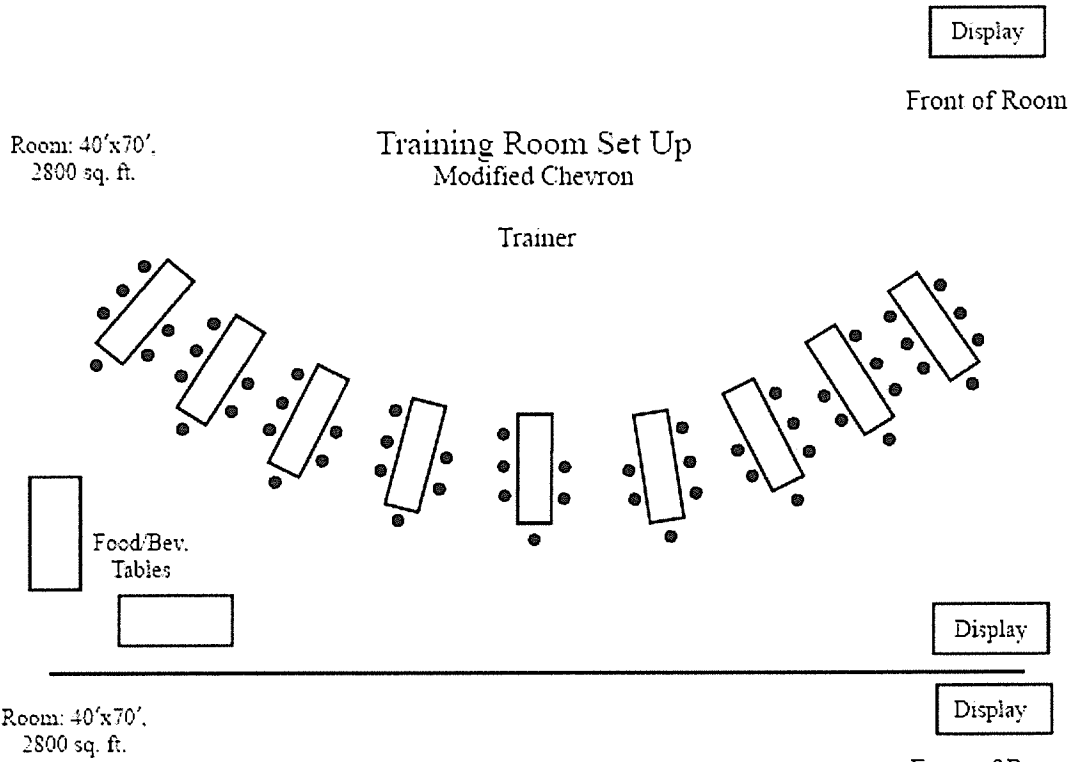
If you have any questions or need additional assistance, please do not hesitate to contact us.

The Flippen Group
Attn: Angie Shoffner
1199 Haywood Drive
College Station, TX 77845

Phone: 888-608-8488
Fax: 877-941-4700
angie.shoffner@flippengroup.com

Authorized Signer Initials _____
Anaheim Union High School District

APPENDIX A



Please choose based on table type availability or if both table types available, please choose based on room shape/size to maximize walking/movement space for both the facilitator and participants.

Authorized Signer Initials _____
Anaheim Union High School District

Instructional Materials Submitted for Adoption

**Tuesday, May 7, 2019
April 12, 2019-May 7, 2019**

Curriculum	Basic/ Suppl.	Course Name (Number)	Grade	Title	Publisher
ELD	Basic	ELD I (#1900)	7-8	<i>Inside Level A</i>	National Geographic/ Cengage Learning
ELD	Basic	ELD II (#1910)	7-8	<i>Inside Level B</i>	National Geographic/ Cengage Learning
History/ Social Science	Basic	US History/ Geography (#2640)	11	<i>United States History & Geography: Continuity and Change</i>	McGraw-Hill
History/ Social Science	Basic	US History/ Geography (#2470, #2480)	8	<i>United States History: Growth & Conflict</i>	McGraw-Hill
Mathematics	Basic	AP Calculus AB/BC, Math IB HL2 (#3800/#3802), (#3791/#3801/#3803)	11-12	<i>Calculus, AP Edition</i>	Cengage
Mathematics	Basic	Math 5 (#3755) Intro to Fundamentals I, II (#5753, #5754) Math 4-5 (HP) (#3756)	10-12	<i>High School Math Solution Integrated Math III</i>	Carnegie Learning
World Language	Supp.	Korean 1 (#2255, #2250)	8-12	<i>Sejong Korean Conversation 1</i>	King Sejong Institute Foundation

Curriculum	Basic/ Suppl.	Course Name (Number)	Grade	Title	Publisher
World Language	Supp.	Korean 2 (#2255, #2250)	7-12	<i>Sejong Korean Conversation 2</i>	King Sejong Institute Foundation

Instructional Materials Submitted for Display
Tuesday, May 7, 2019
May 08, 2019-June 13, 2019

Curriculum	Basic/ Suppl.	Course Name (Number)	Grade	Title	Publisher
Dual Enrollment	Basic	Lifeguarding (#0998)	11-12	<i>American Red Cross Lifeguarding Manual</i>	American Red Cross
Dual Enrollment	Basic	Access for Windows (#2041)	11-12	<i>Microsoft Office 365 ACCESS 2016: Comprehensive Multicultural Law Enforcement: Strategies for Peacekeeping in a Diverse Society</i>	Cengage Learning
Dual Enrollment	Basic	Community and the Justice System (#2804)	11-12	<i>Enforcement: Strategies for Peacekeeping in a Diverse Society</i>	Pearson Education
ELD	Supp.	Summer Language Academy (#TBD)	8-10	<i>Enchanted Air: Two Cultures, Two Wings: A Memoir</i>	Atheneum Books for Young Readers
ELD	Supp.	Summer Language Academy (#TBD)	8-10	<i>Drawn Together</i>	Disney Press
ELD	Supp.	Summer Language Academy (#TBD)	8-10	<i>Ghosts</i>	Scholastic
ELD	Supp.	Summer Language Academy (#TBD)	8-10	<i>The Black Book of Colors</i>	Gronwood Books
Mathematics	Basic	AP Calculus AB and AP Calculus BC (#3800, #3802)	10-12	<i>Calculus for AP</i>	Cengage

SCHEDULE A

**STUDENT IN NONPUBLIC SCHOOL UNDER EC 56030
Regular School Year 2018-2019**

STUDENT	DOB	GRADE	BOARD APPROVAL DATE	NONPUBLIC SCHOOL	TOTAL CONTRACT COST*
1819 – 208	12/31/2004	9	5/07/2019	Rossier Park	\$30,000.00
1819 – 209	9/13/2003	9	5/07/2019	Cathedral Homes for Children	\$100,000.00
1819 – 210	01/30/2004	08	5/07/2019	CARE Youth Corporation	\$45,000.00

+/-

Field Trip Report

Board of Trustees

May 7, 2019

1. Anaheim, Katella, and Loara High Schools: GEAR UP (80 students-40 male, 40 female)
 Adviser/Lead Chaperone: Evelyn Soqui (female)
 Chaperones: Cindy Ponce (female), Rachel Nankervis (female), Martha Contreras (female), Natalie Gonzalez (female), Clarissa Rodriguez (female), Olga Regino (female), Gabriel Mendoza (male), Jeffrey Pizano (male), Marcos Resendiz (male), Josh Perez (male), and Eduardo Rojas (male)

To: University of California, Santa Barbara
 Dates: July 26, 2019 to July 27, 2019
 Purpose: Leadership Development/College Tour
 Expenses: GEAR UP-meals, transportation, accommodations

Number of school days missed for this trip: 0
 Number of school days missed previously: 0
 Total number of days missed by this group: 0

2. Cypress High School: Cross Country (14 students-7 male, 7 female)
 Adviser/Lead Chaperone: Matt Tweed (male)
 Chaperone: Brooke Montgomery (female)

To: Mammoth Lakes, CA
 Dates: July 14, 2019 to July 20, 2019
 Purpose: High Altitude Training
 Expenses: ASB/Club Fundraisers-accommodations
 Booster Club-transportation
 Parent/Student-meals, transportation, accommodations

Number of school days missed for this trip: 0
 Number of school days missed previously: 0
 Total number of days missed by this group: 0

3. Katella High School: JROTC (38 students-19 male, 19 female)
 Adviser/Lead Chaperone: Clevester Granville (male)
 Chaperones: Erik McCall (male), Andrew Barrow (male), Charlene Montgomery (female), Deborah O'Neil (female), and Kimberly Henry (female)

To: Hubert Eaton Scout Reservation, Cedar Glen, CA
 Dates: June 3, 2019 to June 6, 2019
 Purpose: JROTC Leadership Academy
 Expenses: Parent/Student-registration
 US Army JROTC-meals, transportation, accommodations

Number of school days missed for this trip: 0
 Number of school days missed previously: 0
 Total number of days missed by this group: 0

Field Trip Report

Board of Trustees

May 7, 2019

4. Kennedy High School: JROTC (12 students-8 male, 4 female)
Adviser/Lead Chaperones: Victor Napoles (male) and Wiley Rittenhouse (male)
Chaperone: Marixa Golden (female)

To: Hubert Eaton Scout Reservation, Cedar Glen, CA
Dates: June 3, 2019 to June 6, 2019
Purpose: JROTC Leadership Academy
Expenses: Parent/Student-registration
US Army JROTC-meals, transportation, accommodations

Number of school days missed for this trip: 0
Number of school days missed previously: 0
Total number of days missed by this group: 0

5. Kennedy High School: JROTC (4 students-3 male, 1 female)
Adviser/Lead Chaperone: Victor Napoles (male)
Chaperone: Monique Mommerency (female)

To: Catholic University of America, Washington, D.C.
Dates: June 21, 2019 to June 25, 2019
Purpose: Compete in the 2019 Army JROTC Academic Bowl Championship
Expenses: US Army JROTC-registration, meals, transportation, accommodations

Number of school days missed for this trip: 0
Number of school days missed previously: 0
Total number of days missed by this group: 0

6. Loara High School: JROTC (30 students-15 male, 15 female)
Adviser/Lead Chaperone: Rodney Rundblade (male)
Chaperones: Robert Duesenberg (male), Marixa Golden (female), Jenny Fernandez-McKee (female), and Areli Albarran (female)

To: Hubert Eaton Scout Reservation, Cedar Glen, CA
Dates: June 3, 2019 to June 6, 2019
Purpose: JROTC Leadership Academy
Expenses: Parent/Student-registration
US Army JROTC-meals, transportation, accommodations

Number of school days missed for this trip: 0
Number of school days missed previously: 0
Total number of days missed by this group: 0

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7. Magnolia High School: STEM Club Solar Cup (12 students-7 male, 5 female)
Adviser/Lead Chaperone: Nicole Aquino (female)
Chaperone: Mitchell Parsons (male)

To: Lake Skinner, Winchester, CA
Dates: May 16, 2019 to May 19, 2019
Purpose: Racing Solar Cup Boat
Expenses: ASB/Club Fundraisers-meals, accommodations
Site Funds-transportation, substitutes

Number of school days missed for this trip: 2
Number of school days missed previously: 0
Total number of days missed by this group: 2

8. Magnolia High School: JROTC (25 students-17 male, 8 female)
Adviser/Lead Chaperone: Noel Miles (male)
Chaperones: Kevin McMahan (male), Allan Sherman (male), Marixa Golden (female),
and Lisa Price (female)

To: Hubert Eaton Scout Reservation, Cedar Glen, CA
Dates: June 3, 2019 to June 6, 2019
Purpose: JROTC Leadership Academy
Expenses: Parent/Student-registration
US Army JROTC-meals, transportation, accommodations

Number of school days missed for this trip: 0
Number of school days missed previously: 0
Total number of days missed by this group: 0

9. Oxford Academy: HOSA (32 students-16 male, 16 female)
Adviser/Lead Chaperones: Jun Cuenca (male) and Rachelle Blinoff-Mudd (female)
Chaperones: Kiem Dlan Liem (male) and Sapna Patel (female)

To: Orlando, Florida
Dates: June 18, 2019 to June 23, 2019
Purpose: 2019 HOSA International Leadership Conference
Expenses: ASB/Club Fundraisers-registration, meals, transportation, accommodations

Number of school days missed for this trip: 0
Number of school days missed previously: 0
Total number of days missed by this group: 0

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10. Oxford Academy: 8th Grade Students (48 students-24 male, 24 female)
Adviser/Lead Chaperone: David Clifton (male)
Chaperones: Nathan Taylor (male), Chris St. Clair (male), Courtney Flynn (female),
Fabiana Muench-Casanova (female), and Hailey Melendez (female)
- To: Washington, D.C.
Dates: March 20, 2020 to March 26, 2020
Purpose: Educational Exploration and Tour of the City
Expenses: Parent/Student-registration, meals, transportation, accommodations
- Number of school days missed for this trip: 0
Number of school days missed previously: 0
Total number of days missed by this group: 0
11. Oxford Academy: Instrumental Music (48 students-24 male, 24 female)
Adviser/Lead Chaperone: Deanna Miner (female)
Chaperones: Maria A. Alcala (female), Linda Wong (female) Robert Anthony (male),
David Alcala (male), and Ron Hoshi (male)
- To: New York, NY
Dates: April 18, 2020 to April 23, 2020
Purpose: Performance and Tour
Expenses: Booster Club-accommodations, substitutes
Parent/Student-meals, transportation, accommodations
- Number of school days missed for this trip: 4
Number of school days missed previously: 0
Total number of days missed by this group: 4
12. South Junior High School: Robotics (6 students-2 male, 4 female)
Adviser/Lead Chaperone: Matthew Bidwell (male)
Chaperone: Cecilia Soberanis (female)
- To: Washington, D.C.
Dates: May 31, 2019 to June 3, 2019
Purpose: Robotics National Competition
Expenses: ASB/Club Fundraisers-registration, meals
Site Funds- transportation, accommodations
- Number of school days missed for this trip: 0
Number of school days missed previously: 0
Total number of days missed by this group: 0

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13. Sycamore Junior High School: BROS (35 male students)
Adviser/Lead Chaperone: Anthony Barber (male)
Chaperones: Daniel Fernandez (male), Kevin Carlson (male), John Lombard (male) and Brian Carlson (male)
- To: On Campus, Sycamore Junior High School
Dates: May 10, 2019 to May 11, 2019
Purpose: End of the year culminating event
Expenses: Parent/Student-transportation
Sycamore JHS-accommodations
Team Chase-meals
- Number of school days missed for this trip: 0
Number of school days missed previously: 0
Total number of days missed by this group: 0
14. RATIFICATION: Western High School: ASB (44 students-8 male, 36 female)
Adviser/Lead Chaperone: Carol Casto (female)
Chaperones: Lauren Herrick (female), Monique Flores (female), Shannon Whitmore (female), Juanis Garcia (female), Jaime Flores (male), Micah Flores (male), and Victor Baltazar (male)
- To: Fullerton, CA
Dates: May 3, 2019 to May 4, 2019
Purpose: Leadership Training
Expenses: ASB/Club Fundraisers-meals, accommodations
Parent/Student-transportation
- Number of school days missed for this trip: 0
Number of school days missed previously: 0
Total number of days missed by this group: 0
15. Western High School: ASB (26 students-5 male, 21 female)
Adviser/Lead Chaperone: Carol Casto (female)
Chaperones: Lauren Welker (female), Sara Daddario (female), and John Hogencamp (male)
- To: Chapman University, Orange, CA
Dates: July 29, 2019 to July 31, 2019
Purpose: Leadership Training
Expenses: ASB/Club Fundraisers-registration, meals, accommodations
Parent/Student-registration, meals, transportation, accommodations
- Number of school days missed for this trip: 0
Number of school days missed previously: 0
Total number of days missed by this group: 0

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16. Western High School: JROTC (31 students-24 male, 7 female)
Adviser/Lead Chaperone: Jerry Pearce (male)
Chaperones: Daniel Gastelum (male), Jaime Infante (male), and Marie Christy (female)

To: Hubert Eaton Scout Reservation, Cedar Glen, CA
Dates: June 3, 2019 to June 6, 2019
Purpose: JROTC Leadership Academy
Expenses: Parent/Student-registration
US Army JROTC-meals, transportation, accommodations

Number of school days missed for this trip: 0
Number of school days missed previously: 0
Total number of days missed by this group: 0



**SCHOOL COUNSELING CANDIDATE ADDENDUM
TO THE ROSSIER PLACEMENT AGREEMENT**

This School Counseling Candidate Addendum to the School / School District Placement Agreement (“Addendum”) is incorporated into and made a part of that certain School / School District Placement Agreement (the “Agreement”) executed concurrently with this Addendum (or subsequently on the date indicated below), and is effective as of “Term Commencement Date”, as defined in the Agreement. Capitalized terms not otherwise defined in this Addendum shall have the meaning ascribed to them in the Agreement.

1. Controlling Terms. The terms of this Addendum modify and supplement the Agreement. Whenever any inconsistency or conflict exists between the Agreement and this Addendum, the terms of this Addendum control and supersede the Agreement. In all other respects, the terms of the Agreement are ratified and confirmed.

2. Placement Opportunities. USC shall identify prospective Candidates to the School/District for potential placement within the School/District, including assignment to a school-site supervisor of record. USC shall supply the Candidate’s name, relevant program and background clearance information and type of assignment appropriately matching the prospect’s needs. Notwithstanding the foregoing, the School/District shall at all times have discretion over the maximum number of Candidates it shall accept as School Counselor Students, the length of assignments, and the distribution of assignments.

3. School-site Supervisor.

(a) The School/District shall make recommendations to USC regarding school counselors whom School/District believes are appropriate to serve as “School-site Supervisors” (defined below). Through the School’s/District’s recommendations, USC’s observations and School/District staff references, USC shall identify counselors and other staff working within the School/District to supervise and prepare School Counselor Candidates during their in-school experiences (“School-site Supervisors”).

(b) Both the School/District and USC shall approve the participation of any staff as a School-site Supervisor, provided that the School/District shall use its best efforts to approve a sufficient quantity of School-site Supervisors necessary to oversee the agreed-upon number of School Counselor Candidates placed within the School/District at any time.

(c) Should any School-site Supervisor become unable to perform or fulfill his or her duties hereunder, the School/District shall assign an alternative School-site Supervisor to the School Counselor Candidate (excluding a substitute teacher that replaces the original School-site Supervisor within the School/District).

4. Credential Seeking Candidates. Any credential seeking USC School Counselor Candidate shall be required to sit for and pass applicable, state-specific exams (*for example, in California, the California Basic Educational Skills Test*), as applicable in the Candidate’s state of residence, prior to the commencement of his or her assignment as a School Counselor Candidate.

5. Use of Video. USC utilizes video recording throughout its programs, including as an essential element of its instruction methodology. As such, any Candidate may make video recordings as part of his or her program studies throughout his or her assignment at the School/District. USC shall require Candidates to be responsible for obtaining appropriate and signed video release/authorization forms (which USC shall provide to Candidate) on behalf of recorded individuals, as appropriate, including obtaining parent/guardian signatures on behalf of recorded individuals who are minors (*i.e., under the age of legal competence*). The School/District may provide reasonable assistance to Candidates in obtaining signatures on such forms.

6. Performance Data. Should the School/District hire any school counselor Candidate(s), the School/District shall support USC’s program evaluation initiatives by sharing student-level performance data for students he or she

counselors to measure school counselor efficiency relative to other Master of Education in School Counseling graduates and to other new school counselors prepared through other pathways. USC shall keep such data confidential and use it only to facilitate analysis of its effectiveness, and will share its findings with the School/District. This paragraph 6 shall survive the expiration or termination of the Agreement for any reason.

INTENDING TO BE LEGALLY BOUND HEREBY, the parties affix their respective hands below:

ANAHEIM UNION HIGH SCHOOL DISTRICT	UNIVERSITY OF SOUTHERN CALIFORNIA, ON BEHALF OF THE ROSSIER SCHOOL OF EDUCATION
Print Name: <u>Brad Jackson</u>	Print Name: <u>Hannah Simons</u>
Signature: _____	Signature: _____
Dated: _____	Dated: _____

Human Resources Division, Certificated Personnel

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1. Resignations/Retirements, effective as noted:

Alvarado, Denise	Resignation	5/3/19
Elder, Dean	Retirement	5/24/19
Elder, Margaret	Retirement	5/24/19
Golden, Marixa	Retirement	5/31/19
Richardson, John	Retirement	5/24/19
Seabrook, Evelyne	Retirement	5/24/19

2. Leaves of Absence:

Friedrich, Christine, for child care, without pay and without health benefits beginning 8/5/19 through the end of the working day on 5/22/20.

3. Employment:

A. Teacher(s)/Probationary:

		<u>Column</u>	<u>Step</u>
Correa, Shelby	4/29/19	1	1

B. Day-to-Day Substitute Teacher(s) with authorization to teach in subject areas where they have adequate preparation, effective as noted:

Callanan, Jason	4/11/19
Doyle, Kevin	4/10/19
Werneth, Deborah	4/11/19

4. Extra Service Compensation:

A. Additional Salary, for an extra period of coverage to be paid tenthly and based on the individual's salary for 2018-19, effective as noted: (General Funds)

Blackshear, Sherrita	3/18/19
Cruchley, Lara	8/6/18
Dunham, AJ	3/18/19
Hemingway, Rob	3/25/19
Hughes, Scott	8/6/18
Nguyen, Pete	8/6/18
Wilson, James	12/11/18

B. Extended School Year (ESY) Administrator Stipend, for the following individual(s) who served as principal administrator of ESY, June 3, 2019, through June 28, 2019, at the total amount specified: (General Funds)

Konrad, Allison	\$1,250
Kovar, Jana	\$1,250
Loch, Ryan	\$2,500
Olea, David	\$2,500
Santiago, Rafael	\$1,250
Surfas, Michelle	\$1,250
Valdez, Vidal	\$1,250

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- C. BECOME Project Stipend, for the 2018-19 school year to the following individuals in the amount of \$1,000 for completing the BECOME Project Modules (Bilingual Teacher Professional Development Program (BTPDP) Grant Funds)

Alvarez, Juan
Amancio, Gilbert
Barrios-Gracian, Lizzette
Cabrera, Veronica
Carrillo, Liliana
Corona, Karina
Diaz-Colon, Melida
Encinas, Ivy
Fimbres, Maria
Fujimoto, Diana
Gangnath, Erika
George, Eugenia
Perez, Kenny
Pham, Debbie
Phillips, Imelda
Portillo, Aracely
Preciado, Bruno
Rosenberg, Paola
Tran, Thao
Van Wye, Silvia
Vazquez, Hilda

- D. BECOME Project Reimbursement, to be paid for the 2018-19 school year to the following individuals as noted for completing the Spanish Bilingual Authorization through California State University of Fullerton as a participant of the BECOME Project (Bilingual Teacher Professional Development Program (BTPDP) Grant Funds)

Barba, Patricia	\$1,250
Bonilla, Mariella	\$1,250
Holt, Matilde	\$1,250
Jespersen, Mary	\$1,250
Reyes, Gabriela	\$1,250
Rubio, Gabriela	\$1,250
Saldivar, Carlos	\$1,250

- E. Summer Language Academy Administrator Stipend, for the following individual(s) who served as principal administrator of ESY, June 3, 2019, through, June 27, 2019, at the total amount Specified: (General Funds)

Hernandez, Roxanna	\$5,000
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- F. AUHSD Summer Language Academy (SLA), Teachers will be paid at the hourly rate of pay of \$44.29 per person. SLA hours will vary depending on the planned activities and will be in session from May 29, 2019, through June 27, 2019. (Title III Funds)

Pryor, Roslynn
Castro, Xamila
Van Vooren, Melissa
Tice, Maryanne

- G. REVISED Title I Specialists Stipend, for the 2018-19 year, in the amount of \$1,829, will be paid in two disbursements, and/or half of the stipend at the end of each semester. (Title I Funds)

Niezgoda, Ryan (Chris) Hurley	Katella High School	First Semester
Courtney Calderon	Katella High School	Second Semester

5. Change of contract for the following personnel who have completed the additional units and/or years of experience to advance on the salary schedule, effective as noted:

	<u>From</u>	<u>To</u>	<u>Effective</u>
Crook, Jeffrey	4 6	4 7	4/1/19
Havey, John	3 4	3 7	3/5/19
Hoang, Vy	4 6	4 7	12/17/18
Lee, Walene	1 1	3 4	4/2/19

6. Pay adjustments for the following military instructors for the JROTC/NJROTC program unless otherwise noted by military contract, effective as noted:

	<u>Salary</u>	<u>Effective</u>
Gastelum, Daniel	\$7,452.59	1/1/19
Gastelum, Daniel	\$7,455.04	2/1/19
Gastelum, Daniel	\$7,453.08	3/1/19
Golden, Marixa	\$7,108.90	1/1/19
Golden, Marixa	\$7,111.90	2/1/19
Golden, Marixa	\$7,109.50	3/1/19
Granville, Clevester	\$6,681.59	1/1/19
Granville, Clevester	\$6,684.04	2/1/19
Granville, Clevester	\$6,682.08	3/1/19
Napoles, Victor	\$6,420.19	1/1/19
Napoles, Victor	\$6,422.64	2/1/19
Napoles, Victor	\$6,420.68	3/1/19
McCall, Erik	\$8,331.50	1/1/19
McCall, Erik	\$8,618.79	2/1/19
McMahan, Kevin	\$8,255.79	1/1/19
Miles, Noel	\$7,254.99	1/1/19
Miles, Noel	\$7,257.44	2/1/19
Miles, Noel	\$7,255.48	3/1/19
Pearce, Jerry	\$9,128.79	1/1/19

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Rittenhouse, Wiley	\$8,109.79	1/1/19
Rundblade, Rodney	\$6,739.79	1/1/19
Rundblade, Rodney	\$6,742.24	2/1/19
Rundblade, Rodney	\$6,740.28	3/1/19

7. Education Code/California Regulation Authorization:

Approval to Teach Other Subject Areas, for the following teachers to teach out of their majors as authorized under their Standard Secondary, Single Subject, or Multiple Subject teaching credential based on the following Education Codes. The required units of coursework in the specific subject area have been met.

Education Code 44258.3

For academic assignments, holders of Credential other than emergency permits may be assigned to teach academic departmentalized classes 1-12 provided:

1. Local board to verify adequacy of subject knowledge.
2. Bargaining unit is notified of each assignment.
3. Assignment is limited to district verifying adequacy.

Name	Subject	School
Lockshaw, Nicole	Social Science	Ball

Education Code 44258.7(c) and (d)

For electives and special assignments, teachers having a special skill or preparation outside of credential authorization may, with consent, be assigned to teach an elective course in the area of special skill. Assignment requires prior approval by a committee established by Board and Superintendent action.

Name	Subject	School
Viramontes, Ricardo	PE	Oxford
Wang, Dean	PE	Kennedy

8. Volunteer Employee Aides, with coverage by Workers' Compensation Insurance, effective as noted:

Alegria, Alicia	4/5/19
Arellano, Maria	4/5/19
Arellano Castro, Eymi	4/16/19
Avendano, Rocel	4/4/19
Binford, Mark	4/24/19
Cornejo Garcia, Francisco	4/18/19
Corona, Edith	4/9/19
Corona Gaspar, Jose	4/9/19
Cuadros Gonzalez, Rosangela	4/5/19
Diaz, Michael	4/10/19
Doan, Vu	4/16/19
Eom, Gina	4/8/19
Fatalla, Rowena	4/5/19
Festin, Cris	4/12/19
Festin, Katherine	4/12/19

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Flores, Isabel	4/17/19
Hamilton, Brian	4/19/19
Ipapo, Dwan	4/4/19
Kaasmajian, Christine	4/12/19
Kim, Hyun-Joo	4/5/19
Lee, Shawn	4/10/19
Lopezdossantos, Jennifer	4/23/19
Lukas, Chatharina	4/11/19
MacielAguilar, Jovoane	3/22/19
Martinez, Ana	4/16/19
Miller, Debra	4/18/19
Morones, Carlyn	4/15/19
Nguyen, Dung	4/9/19
Nguyen, Steven	4/15/19
Nieto, Rafael	4/8/19
Park, Sehee	4/8/19
Saavedra De Corona, Raquel	4/10/19
Schow, Eric	4/8/19
Soto, Annette	3/25/19
Tran, Van	4/4/19
Tran, Phong	4/16/19
Vuong, Kelly	4/5/19
Vuong, Mai	4/8/19

9. Extra Service Assignments, employment effective as noted:

Classified:

	<u>Salary</u>	<u>Term</u>	<u>Effective</u>
<u>Anaheim</u>			
Ibarra, Jose Basketball, Assistant	\$3,383	Season	10/29/18
<u>Lexington</u>			
Davis, Stephen Track	\$2,511	4 th Quarter	3/18/19
Dowell, Carl Track	\$2,511	4 th Quarter	3/18/19
Licata, James Track	\$2,511	4 th Quarter	3/18/19
<u>Magnolia</u>			
Kerrins, Robert Wrestling, Assistant	\$3,383	Season	1/22/19
<u>Orangeview</u>			
Young, Raven Track	\$2,511	4 th Quarter	3/18/19

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Oxford

Clark, Steven \$2,511 4th Quarter 3/18/19
Track

Comerford, Allan \$3,442 Season 2/12/19
Volleyball

Dodd, Timothy \$2,511 4th Quarter 3/18/19
Softball

Hallam, Charles \$3,442 Season 2/12/19
Softball

Hernandez, Jose \$2,511 4th Quarter 3/18/19
Volleyball

Kiaha, Rodney \$3,107 Season 2/12/19
Tennis

Orantes Jr., Roberto \$3,107 Season 2/12/19
Volleyball

Orantes Jr., Roberto \$3,107 Season 2/12/19
Volleyball, Assistant

Spradlin, Wendy \$3,442 Season 2/12/19
Swimming

Stone, Jason \$3,107 Season 2/12/19
Swimming

Whitney, Robert \$4,313 Season 2/12/19
Softball

South

Becerra, Christian \$2,511 4th Quarter 3/18/19
Volleyball

Ramirez Jr., Israel \$2,511 4th Quarter 3/18/19
Volleyball

Sycamore

Elizondo, Daniel \$2,511 4th Quarter 3/18/19
Track

Greco, Stefanie \$1,857 4th Quarter 3/18/19
Softball, Assistant

Walker

Pickel, Degala \$2,511 4th Quarter 3/18/19
Volleyball

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Rankin, Lauren Volleyball	\$2,511	4 th Quarter	3/18/19
<u>Western</u> Diaz, Janet Song/Cheer	\$2,508	2 nd Semester	3/29/19
Palacio, Teresa Choir	\$600	Season	1/8/18

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1. **Retirements/Resignations/Terminations, effective as noted:**

	<u>Location:</u>	<u>Effective</u>
Alba-Cobarrubias, Juan Instructional Assistant – Behavioral Support	Brookhurst Jr. High School	04/26/2019
Brown, Michael Food Service Assistant I	Dale Jr. High School	04/12/2019
Gay, Craig Driver Instructor	Transportation Department	07/05/2019
Marquez, Yunjie Food Service Assistant I	Kennedy High School	05/23/2019

2. **Leaves of Absence:**

Castaneda, Leticia, under the provisions of Family Medical Leave Act/California Family Rights Act, without pay and with health benefits on an intermittent basis beginning 2/12/19 through the end of the working day on 8/9/19.

Marsh, Robert, under the provisions of Family Medical Leave Act/California Family Rights Act, without pay and with health benefits on an intermittent basis beginning 2/21/19 through the end of the working day on 2/22/20.

Wong, Aigerim, for child care, without pay and without health benefits beginning 12/10/18 through the end of the working day on 5/23/19.

Zahoryin, Virginia, under the provisions of Family Medical Leave Act/California Family Rights Act, without pay and with health benefits on an intermittent basis beginning 3/20/19 through the end of the working day on 5/23/19.

3. **Employment, effective as noted:**

Permanent Employees:	<u>Range/Step:</u>	<u>Effective:</u>
Aceves, Monica Food Service Assistant I	41/01	04/04/2019
Armenta, Claudia Instructional Assistant – Specialized Academic Instruction	43/01	04/23/2019
Bermudez, Maria Office Assistant	43/01	04/08/2019
Boehringer, Melissa Food Service Assistant I	41/01	04/08/2019

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Dominguez, Janet Office Assistant	43/07	04/22/2019
Ezell, Marissa Instructional Assistant – Specialized Academic Instruction	43/01	04/05/2019
Flores Sanchez, Juan Instructional Assistant – Specialized Academic Instruction	43/01	04/22/2019
Gonzales, Emily Instructional Assistant – Specialized Academic Instruction	43/01	04/22/2019
Hernandez, Joel Bus Driver	55/01	04/22/2019
Martinez, Michelle Food Service Assistant I	41/01	04/11/2019
Miller, Jacquelin Substitute Athletic Trainer	57/01	05/01/2019
Morales Vega, Jose Bus Driver (Reinstatement)	55/06	04/08/2019
Novelo-Ramirez, Joanna Instructional Assistant – Specialized Academic Instruction	43/01	04/24/2019
Orozco, Daisy Office Assistant	43/01	04/05/2019
Reynoso, de Jimenez, Claudia Food Service Assistant I	41/01	04/15/2019
Romero, Sandra Food Service Assistant I	41/01	04/10/2019
Valencia, Acsa Bus Driver	55/03	04/25/2019
Vera, Diana Instructional Assistant – Adult Transition	51/01	04/15/2019
Promotions:		
Gutierrez-Guzman, Ana Secretary - Attendance	51/01	08/01/2019

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Substitute Employees:

Alvarez, Sandra Substitute Instructional Assistant – Adult Transition	51/01	04/19/2019
Alvarez, Sandra Substitute Instructional Assistant – Behavioral Support	51/01	04/19/2019
Alvarez, Sandra Substitute Instructional Assistant – Special Abilities	51/01	04/19/2019
Alvarez, Sandra Substitute Instructional Assistant – Specialized Academic Instruction	43/01	04/19/2019
Brown, Michael Substitute Campus Safety Aide	41/01	04/16/2019
Burdick, Terry Substitute Auditorium Operations Assistant	48/01	04/03/2019
Iglesias, Joliza Substitute Instructional Assistant – Adult Transition	51/01	05/20/2019
Iglesias, Joliza Substitute Instructional Assistant – Behavioral Support	51/01	05/20/2019
Iglesias, Joliza Substitute Instructional Assistant – Special Abilities	51/01	05/20/2019
Iglesias, Joliza Substitute Instructional Assistant – Specialized Academic Instruction	43/01	05/20/2019
Meeks, Breyana Substitute Instructional Assistant – Adult Transition	51/01	04/10/2019
Meeks, Breyana Substitute Instructional Assistant – Behavioral Support	51/01	04/10/2019
Meeks, Breyana Substitute Instructional Assistant – Special Abilities	51/01	04/10/2019

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Meeks, Breyana Substitute Instructional Assistant – Specialized Academic Instruction	43/01	04/10/2019
Miranda, Yesenia Substitute Instructional Assistant – Adult Transition	51/01	04/05/2019
Miranda, Yesenia Substitute Instructional Assistant – Behavioral Support	51/01	04/05/2019
Miranda, Yesenia Substitute Instructional Assistant – Special Abilities	51/01	04/05/2019
Miranda, Yesenia Substitute Instructional Assistant – Specialized Academic Instruction	43/01	04/05/2019
Perez, Sergio AVID Tutor	\$14.53/Hr.	04/03/2019
Santos-Quintana, Apolinar Substitute Auditorium Operations Assistant	48/01	04/12/2019
Wilkerson, Nina Substitute Instructional Assistant – Deaf/Hard of Hearing	51/01	04/17/2019

4. **Workability, current minimum wage or stipend of \$256 effective as noted:**
(Workability Grant Funds)

Effective

Aguilar, Kayla	05/28/2019
Ascue, Giovanni	05/26/2019
Calma, Monalisa	05/28/2019
Cervantes, Vanessa	05/26/2019
DePeralta, Jennica	05/26/2019
Diaz, Giovanni	04/03/2019
Flores, Elijah	04/09/2019

5. **Food Service Student Workers**

Effective

Dang, Truong	04/18/2019
Dinh, Loan	04/18/2019
Hussein, Mowlid	04/12/2019
Nguyen, Tin	04/10/2019

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6. **Pay adjustments for the following military instructors for the JROTC/NJROTC program unless otherwise noted by military contract, effective as noted:**

	<u>Salary</u>	<u>Effective</u>
Pearce, Jerry	\$9,128.79	01/01/2019